

# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXVIII

WASHINGTON, D. C., FEBRUARY, 1929

NO. 2

## THE BUSINESS OF BUILDING

By

Louis K. Comstock  
Harry W. Wardman  
Charles A. Waters



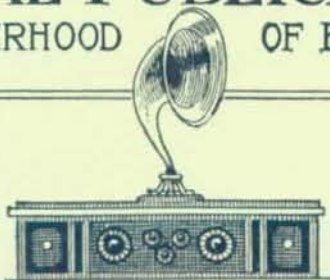
Ethelbert Stewart  
Hon. Robt. Wagner  
The Curbstoner

And Others

Open Shoppers Expose the Open Shop

**OFFICIAL PUBLICATION**  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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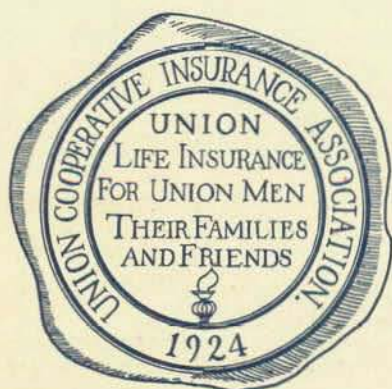
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## Magazine Chat

Letters this month warm the  
cockles of our worn old heart.  
What with moving and the  
usual crush of the New Year's  
business, we feel like a one-  
eyed traffic cop at five p. m.  
on Forty-second and Fifth Ave.  
Yeah bo, if it weren't for the  
letters, we would be down-  
hearted.

Anyone with half an eye can  
see that this month's grist is  
exceptional. Everyone is writ-  
ing buoyantly and intelligently.  
The correspondence has a lift  
and drive to it, like a tri-  
motored Fokker running with  
the wind. All the boys are up  
and at 'em this month.



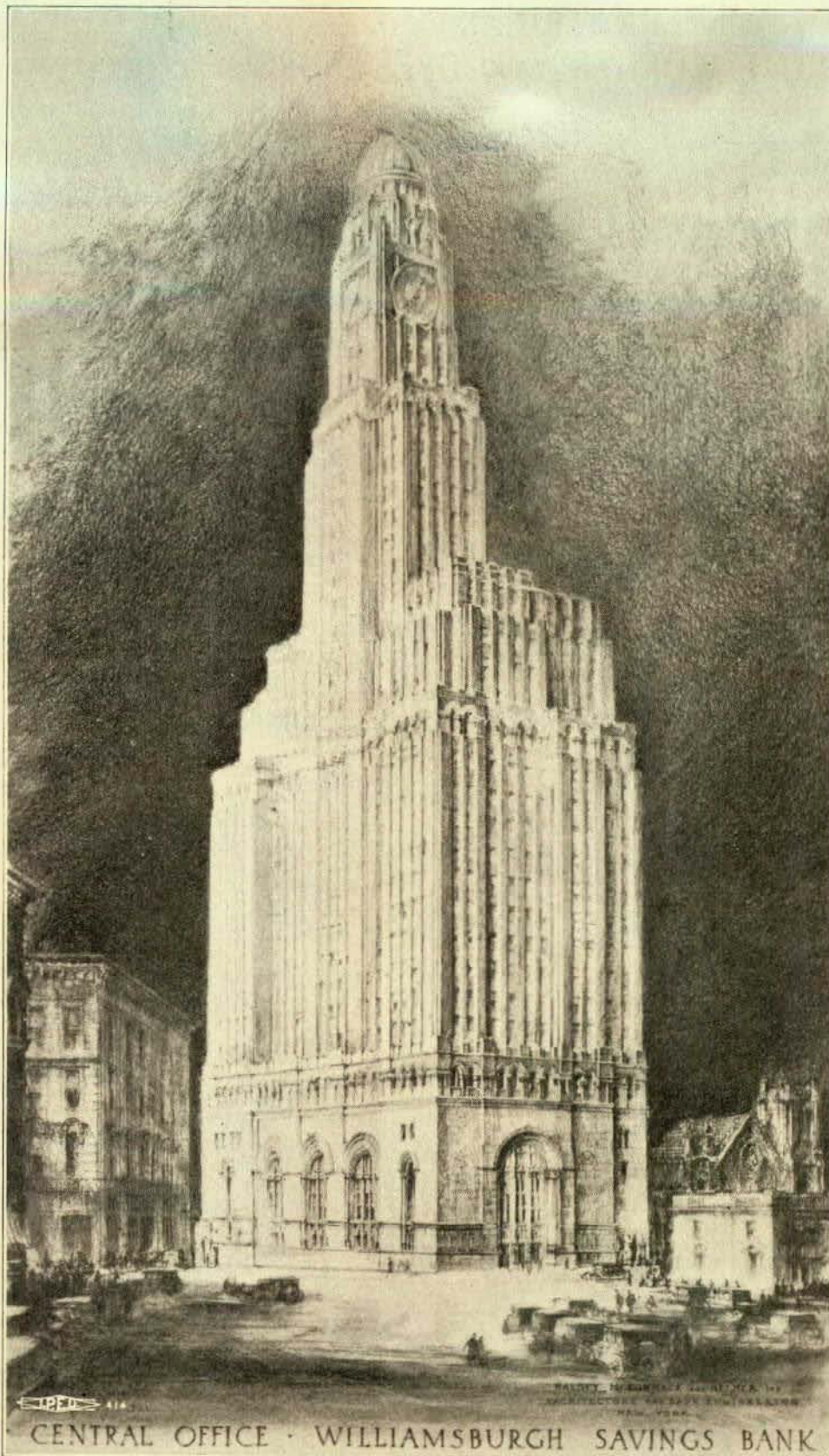
You will note, too, how many  
of the smaller locals are report-  
ing. Wichita Falls, Shreveport,  
Anaconda, Flint, Kenora—these  
all tell of big doings, and we  
have not heard from these in  
a coon's age.

Talk about starting the New  
Year right. We are hitting on  
all 24 and flying high.

We trust that we do not have  
to invite you to read the new  
series on the open shop. Here  
is meat for union babies. Oh,  
boy! if we only could tell you  
the dramatic inside story of the  
finding of the anti-union docu-  
ments, upon which this series  
is based.

See you all next month.  
Selah.





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Vol. XXVIII

WASHINGTON, D. C., FEBRUARY, 1929

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## Building Output Depends on Proper Credit

**E**LECTRICAL workers and their brother building craftsmen who have enjoyed a measure of prosperity in 1928, who take a just pride in belonging to one of the great industries of the nation, want to know what is the outlook for 1929. For several years now this question has been uppermost in the minds of the best organized trades in the world. It is a natural question. The destinies of the workers and their families are tied up with the career of the industry itself. The men have become aware that the building industry has played an important part in avoiding severe business depressions. When construction progresses many other industries are stimulated. The men, too, have seen with gratification the amazing growth of the construction industry. For four years in succession more than six billion dollars were expended in building each year. And in 1928, the peak of this rising pyramid of production was reached, as the following table shows:

### BUILDING OUTPUT

Based on F. W. Dodge Corporation Estimates

1924.....	About \$4,459,000,000
1925.....	" 6,000,000,000
1926.....	" 6,800,000,000
1927.....	" 6,322,177,200
1928.....	" 7,283,830,000

Students, investment bankers and economists agree that 1929 is likely to be as good or better year than 1928. Yet there is a cloud on the horizon. Credit conditions are not good. Credit facilities have become impaired by the orgy of speculation in stocks on Wall Street. Funds that could be legitimately used in construction have been drawn off for gambling speers on the Street.

The bulletin of the National City Bank of New York says this about the situation:

"The building industry enters the new year under the cloud of higher money, but with conditions otherwise favorable to a continuance of active construction work. With figures in for all months except December the value of contracts awarded throughout the country during the eleven months was reported by the F. W. Dodge Corporation as \$6,195,000,000, as against \$5,826,000,000 in the corresponding months of last year, or an increase of 6.3 per cent. For the months of November the complete figures give the total as \$471,482,000, or slightly larger than November last year. While the weekly figures for December have been running below those of corresponding weeks last year it is apparent that the industry will start the year with a large carryover of uncompleted business from 1928.

"Deprived of the stimulus of easy money conditions and of the deficit in building existing for some time after the war, the industry has yet the advantage of an active

business situation and of comparative stability in building costs other than financing costs. While materials and wages have advanced somewhat during the past year, labor supplies are ample, and improved methods are making possible new economies so that total costs are showing relatively little change. Thus far these factors have outweighed the influence of the unfavorable financial situation."

The Labor Bureau Inc., comments thus: "Francis H. Sisson, vice president of the Guaranty Trust Company, in a recent address prophesied that if money rates continued too long at their present high level, it would affect building volume adversely. This can well be, in view of the fact that it has been estimated that twenty-seven per cent of the total cost of a building goes for promotion and financing; an even greater portion of the total than that allocated to materials, labor or any other single element of the cost. When the overburdened public complain of mounting rents, they are apt to be met with the explanation that increased wage rates bring construction costs so high that higher rents are inevitable. It is seldom pointed out that increases in the cost of financing have a far greater effect upon building costs, particularly as financing is the largest factor in the total. However, in so far as Mr. Sisson's prophecy is concerned, it might be pointed out that although money rates have been high for some time, the volume of building continues ahead of that for the corresponding period of last year.

"The F. W. Dodge Corporation reports that new construction started in the 37

states east of the Rocky Mountains during the first eleven months of this year shows an increase of six per cent over the amount started during the corresponding period of last year. In three of the districts in the territory covered by the report, viz., the New England States, the Middle Atlantic States and the Central West, the figures for the eleven months of 1928 exceeded the totals for the whole year of 1927. While contracts let in the entire territory during November could be expected to show the usual seasonal decline from the preceding month, they came to over \$471,000,000, a gain of one per cent over the total for November of 1927. Furthermore, the Dodge Corporation finds that new contemplated projects reported in November reached a total of \$931,113,800 which represents an increase of 51 per cent over the amount reported in the preceding month, and of 13 per cent over the amount reported in November of last year. None of these data would seem to indicate that even mounting financing costs have as yet retarded construction activity."

On the other hand, the Commercial and Financial Chronicle, Chicago, is more pessimistic about the construction situation. It finds a different set of facts.

The Chronicle maintains the significance of its figures against the more optimistic conclusions of the F. W. Dodge Corporation. The Dodge figures show 1928 as a record year for contracts let on new building and engineering work in 37 states east of the Rocky Mountains. The Dodge totals, which are supposed to represent 91 per cent of the total construction in the United States, are \$6,380,915,000 in 1926 and \$6,006,426,000 in 1925.

The Dodge figures, however, include not only building construction, but also engineering projects and public works construction such as sewers, subways, bridges, crossing elimination and other highway work. The increase in such engineering construction has served largely to offset the decline in distinctive building work, the Chronicle contends.

The Chronicle shows building permits issued by local authorities in 354 cities in 1928 covering plans for construction totaling \$3,514,886,995. For the same 354 cities previous totals were \$3,651,036,270 in 1927, \$4,121,964,853 in 1926 and \$4,393,364,166 in 1925, the three years' decline being \$878,477,171 or about 20 per cent.

Except for the continued high level of building activity in New York City the decline in the value of projected building construction would have been even more serious. The total for cities outside New York fell from \$3,294,125,381 in 1925 to \$2,475,905,541 in 1928, a decline of 25 per cent to the lowest figure since 1922.

Study the Family Insurance Plan originated by the Union Cooperative Insurance Association described in this number.

### Another Milestone Passed

Beginning February 1 the address of the International Brotherhood of Electrical Workers, and all its officers, hitherto addressed, Machinists' Building, will be—1200 15th Street N. W., Washington, D. C.

This announcement represents historical growth of the organization, inasmuch as it marks the completion and occupation of a new building, dignified, handsome and substantial.

As soon as the debris of moving is cleared away, and the windows are washed, a photograph will be taken, and published, and a verbal picture of the great enterprise will be presented.

Another milestone passed.



# Industrial Wars Settle No Controversies

By L. K. COMSTOCK, President L. K. Comstock Company, Electrical Contractors, and Chairman National Council on Industrial Relations for the Electrical Construction Industry

TO discuss the building trades from the employer's standpoint is comparable to looking dead ahead at one of the faces of a cube. What we see is a plane surface—but from a slightly different point of view the plane surface becomes a cube. Cut a piece of cardboard into the form of a circle. Held at a convenient distance from the eye, its plane at right angles to the line of sight, it looks like a circle; turn it so that the line of sight coincides with a diameter of the circle and the eye sees merely a straight line equal in length to the diameter of the circle. These are examples of how different the same thing looks from different points of view.

Thinking of the building trades from the employer's standpoint is not as useful, nor nearly so constructive, as viewing it from the industry standpoint. Employer and employee are equally important in the building industry. These names, applied by everyone to these two equally important factors in the industry, are unfortunate, because of their past associations. Humanity, in its long, tortuous, upward climb toward its present day conception of co-operation, has performed a truly marvellous in-

tellectual feat. But there are many long climbs ahead before the industry shall have achieved its goal of self-conscious co-operation. The industry has already reached a point in its painful evolution where it dimly perceives something of the marvels to be achieved by co-operation. The industry can no longer think in terms of "employer" as distinct from "employee" or vice versa. Common sense tells us that these two factors in industry are inseparable and indivisible. Employers' associations and labor unions in the past have been like armed camps, waiting for trumpet call to battle. The officials on either side may be likened to a general staff. But war settles no controversies, it creates them. This posture in the affairs of the two factors in industry may continue for some time to come, but the first quarter of the twentieth century has seen the opening of an era of co-operation between these factors in industry which will grow to such proportions as to relegate the old fashioned warfare to the limbo of economic mythology.

Co-operation is an art. Like all other arts it must be acquired by practice and the failures in the attempts at acquisition

must be set down as human imperfections, and as such must not discourage. Co-operation requires something more than willingness; it requires intelligent practice, faithfulness to ideals, and teachableness. A young man may be quite willing to play the violin, but everyone knows he must do something more than evince a willingness.

Employers must divest themselves of traditional modes of thought antagonistic to labor and move to the higher ground of reasonableness. Before denying the requests of labor, because they are the requests of labor, the employer should examine into their reasonableness and if possible grant them. On the other hand, labor should be careful of the legitimate interests of the employer and seek by every proper means to protect them. Like duties rest on both factors of the industry. When difficult problems arise which seem to defy the talents of both factors for solution, industrial courts set up by and for the industry should be called upon to settle them. It should be remembered that nine times out of ten a decision is far more valuable than to leave the question open, notwithstanding the fact

(Continued on page 112)



THE MAGIC ISLAND, MANHATTAN, WITH ITS BILLIONS SUNK IN BUILDINGS, WITH ITS PROMISE OF BILLIONS MORE YET TO BE SPENT.



# How to Make Bad Years Normal in Building

By ROBERT F. WAGNER, U. S. Senator, from the State of New York

IF THE long range planning of public works is to become a permanent governmental policy, written into law and fixed in practice, the idea will have to be popularized. Little has thus far been accomplished because those who sponsored the idea made the political mistake of believing that an important change could be introduced into our governmental methods by convincing a few advanced minds in Congress that the change was desirable.

Even if written into law, long range planning can not succeed without real popular support. It must become a principle of government so fixed in the public mind that an alderman will apply it as intuitively as he takes off his hat when he enters a court room.

To understand long range planning, we must begin with a disagreeable fact—bad times. To the worker bad times are always the direct product of unemployment. It is not every kind of unemployment, however, that has a relationship to public works. Seasonal slack can not be cured by a policy of advance planning of public works. A waiter at a summer resort expects to be fired on Labor Day. No budgeting of a public building program can possibly prolong the summer season. Neither is there any connection between public works and the elimination of unemployment caused by the introduction of new machinery. A musician at a moving picture theatre who loses his employment by reason of the installation of a sound picture instrument should not expect any relief from his difficulty through the control of the program of building public works. The only type of unemployment that can be cured by the device of the long range plan is that which economists call cyclical unemployment, or the unemployment which arises out of a periodic slump in business and industrial activity. If we realize this limited function of the long range plan we shall be spared much unwarranted criticism.

The cardinal idea underlying the long range plan is that public construction of roads, bridges, schools, hospitals, dams, etc., be conducted during periods of depression instead of during periods of prosperity. In order to pass judgment on this proposal we must make a great many assumptions because the facts are not yet available. At the present time we do not know how many are unemployed at any one time, nor do we know exactly how much construction, public or private, goes on at any one period. Using the best information available for the seven year period between 1919 and 1925, one investigator has come to the conclusion that if all public construction during that period of time had been perfectly allocated, even the severe depression of 1921 would have been almost entirely wiped out.

## Matter of Wise Spacing

This would have been accomplished without the spending of a single additional public dollar for public construction. Long range planning does not mean building for the sake of giving employment. It does not imply that the government guarantees everyone a job. It does not involve the payment of a dole. All of these are foreign to the long range plan which is concerned not with what is to be built, nor with how much is to be built, but simply with the question, when it is to be built.

According to Professor Dickinson (Annals of the American Academy of Political and Social Science, Sept., 1928.) we spent during

the seven year period, 1919 to 1925, almost seven billion dollars for public construction. Of these seven years 1921 was the most depressed; 1923 was rather active and 1925 was normal. Yet, the governments (federal, state and municipal) expended for public works more in 1923 than in 1921, and most of all in 1925.

Suppose that we could have foreseen the condition of business and unemployment, and suppose again that we were prepared to take advantage of what we saw. Would we not

tensified the excessive competition which already existed.

What do we need in order to put a long range plan into operation?

## Based on Foresight

First: It is plain that we cannot do any advance planning on the basis of hindsight. We must be able to make reasonably certain business forecasts, for that purpose it is necessary that we secure statistics of business, of construction, of employment and unemployment that are far more precise than those we now possess.

Second: Not all government work can wait upon the business trend. If the fire house burns down we must at once have another. Governmental projects should, therefore, be separated into those which can wait and those which cannot. Authorized projects reserved to be thrown into the market when private business slackens must be kept in a state of complete readiness. Plans should be drawn, surveys made, engineering problems solved, so that when the depression comes, work can begin at once.

Third: At least in the federal government there must be an agency specially charged with the responsibility of stabilizing employment. Such an agency would, in the course of time, build up the information and accumulate the wisdom necessary to make a success of this undertaking.

Fourth: No one branch of our government alone spends sufficiently to make itself felt as a stabilizer of employment. It is, therefore, essential that the federal, state and municipal governments co-operate. It is reasonable to suppose that large private business enterprises will likewise take advantage of the benefits of long range planning.

Once in operation, the long range plan is bound to be productive of good. Its psychological effect upon the morale of business is likely to be similar to the confidence inspired by the Federal Reserve system in our immunity to financial panics.



SENATOR R. F. WAGNER

have shifted as much as possible of the public construction into 1921, in order to fill up the great deficiency in the amount of wages paid out by private enterprises? To make every one of the seven years between 1919 and 1925 a normal one for the worker we should have done much less public construction in 1919, 1920 and 1923, than we did and we should have made up the difference in 1921 and 1922. The years 1924 and 1925 could have been left undisturbed.

We did not allocate our public construction that way. Instead, both the federal and the local governments built whenever they could get the appropriations. Since it was easier to do that in good years, the governments entered the market in boom times and in-

## Radio Conductor Put in Glass

The ancient device of having apprehensive actors play behind a netting to ward off undesirable cabbages or tomatoes has been improved by the radio broadcasting station at Budapest, Hungary, to keep out sound waves instead of missiles. In that station's new studio the conductor of the orchestra is placed inside a sound-proof booth with a wide glass front like a show window. Through this glass the conductor can see his orchestra perfectly and they can see him, but no sound filters through. The conductor hears the orchestra only by way of radio, for a loud-speaker connected with the broadcast waves is inside the glass-front room so that the conductor hears precisely what is going out to listeners. If actually in the room where the orchestra is playing the conductor of a radio program does not hear precisely what is going out over the ether, for the characteristics of the room affect the sound waves inside it and the radio apparatus itself introduces changes. Instead of directing his orchestra or chorus to obtain just the effects that he wants at the radio receivers, the conductor naturally directs it to suit the ears of listeners in the studio itself. Better results are obtained, the Budapest experts claim, when the conductor is shut up behind the glass front.



# Open Shop—Survival of Outworn Industrial Era

*Based on Original Documents Prepared and Issued by the American Plan-Open Shop-Conference, an Organization of Anti-Union Firms, Corporations and Employers Operating Throughout the United States*

**T**HIS is the story of curious documents. It is a record of the imprint of giant feet on the industrial roadways of America. And it is a prediction that the owners of the mailed feet—the industrial giants who have spent their lives and fortunes fighting union labor—will disappear even as pre-historic monsters of the past faded out, with the arrival of intelligence and skill in man.

There is little doubt that the open-shop wing of American employers belongs to the pre-scientific industrial age. They belong to the day of the handloom, the shovel and pick, the horse-car, the kerosene lamp, and mutton-chop whiskers. Open shops operate under the sway of master-and-man psychology. In an age of robots, kiloman hours, hydraulic hammers, test tubes, radio, television, aeroplanes, and scientific management, open-shoppers must be regarded as relics of a barbaric past. They are pre-industrial survivals. It is a commentary on the permanency of the brute emotions, the stupidity of man, and the general economic illiteracy of the American nation, however, that a group of employers can consistently bind themselves together, raise and expend huge sums of money, plot, connive and scheme for one sole end: the destruction of voluntary associations of workmen. This incredulous fact is only excelled by another equally incredulous fact, namely, that these anti-social employers can wrap themselves in a solemn cloak of sentimental patriotism, high-flown piety, and noble protestation, to that end that they are accepted by a section of the public at their face value, i. e., as patriotic, pious and noble gentlemen.

The foregoing could not be believed were it not for the fact that we have proof of its truth before our eyes. There has lately come into possession of the **ELECTRICAL WORKERS' JOURNAL** an authentic copy of the "Ninth Semi-Annual American Plan—Open Shop Conference," which is in the nature of a manual of the tenets, aims and methods of operation of all the anti-union groups in America. It is 32 pages of closely type-written matter, and is signed by 120 open shop associations, most of which are localized in Los Angeles, Minneapolis, Detroit, Birmingham and Williamson, West Virginia. Here are represented the forces which are engaged in destroying authentic unionism under the guise of protecting human liberty.

## A Secret Organization

It is a curious piece of irony that whereas much public indignation has been aroused by the secrecy of the Ku Klux Klan, the fact that the American Plan Open Shop Conference is avowedly a secret organization, has never met protest.

"Since most of the sessions of the American Plan—Open Shop—Conference are executive in character," declares the document, "the privilege of attendance is confined to those who manage, direct or are closely associated with local, state, sectional or national associations, known and recognized as American Plan—Open Shop organizations."

Though the document under examination is patently one of the major "state papers" of the anti-union organization, there appears in all its 20,000 words only five names, and these are apparently not men in author-

**Herewith begins a series of four articles revealing the secret tactics, aims and ideals of the open shop group in America. This series is based on the authentic, intercepted papers of the open shop organization, and as such has historical significance. This is the first time in industrial history that the open shop group has been allowed to explain its anti-social tactics.**

ity. Three names appear as the committee of Eligibility. They are

W. H. George (Chairman) Builders Exchange, 180 Jessie Street, San Francisco, Calif.

E. H. Davidson, Citizens' Alliance, Builders' Exchange Building, St. Paul, Minn.

Sidney E. Cornelius, Open Shop Association, Bedell Building, San Antonio, Texas.

Mr. Fred Marvin, editor-in-chief of the New York Commercial, is gratuitously referred to as an authority on "Disintegrating Agencies;" and C. A. Jay, Manager of Dallas Open Shop Association, is referred to by name. That these men, with the exception of Marvin, are but "errand boys" for the larger interests involved is indicated by the instructions on page 22 of this enlightening document.

## Directors

"They should be hand-picked men who are in a position to give the needed moral strength to the work of the Association.



JAMES A. EMERY

Counsel for National Manufacturers' Association, forceful and ubiquitous foe of unionism.

They must be prominent figures in the community and representative of all the outstanding lines of business."

## Membership

"The membership of the Association should be confined to the executives in business and industry. The authority to represent an institution should not be delegated to an underling."

In short, the American Plan—Open Shop Association shall be operated on simon-pure class lines. No "underling" i. e. worker is to be by chance a member.

## Super-Wise, Super-Virtuous

In the foregoing, there is reference to "needed moral strength" supplied by these

As the responsible organizers of factory life employers have the responsibility of bringing about an improved attitude. They have recognized that it is a rare opportunity for achievement, because by overcoming these difficulties, sufficient production can be secured for all. So they have attempted to overcome this complication of class consciousness and deliberately to go about solving the matter of securing the goodwill of their workers, just as they would go about solving any other problem of securing productive results. \* \* \*

An attempt is made to treat the workmen with some semblance of courtesy. An example of the technique of securing goodwill is the practice in some organizations of having the employment department see that a newcomer is introduced to his fellow-workers.

SAM A. LEWISOHN,

Chairman, Board of Directors,  
American Management  
Association.

handpicked men. This is characteristic of the super-virtuous tone of this interesting paper.

"The adoption of the open shop as defined by the foregoing principles would, in our opinion, redound to the immediate and great economic benefit of the American people and give all employees equal opportunity for fair wages and proper working conditions, and to employers reasonable conditions of business conduct.

"The open shop has not for its purpose the reduction of wages, the lengthening of hours of employment, or the lowering of the standards of employment or any other oppression of labor. On the contrary it stands essentially for freedom of employment relationship with the fullest protection of the workman in his wages, hours and proper working conditions of health and safety."

The answer to this hypocritical creed, of course, is the scale of wages in St. Paul, Minneapolis, Los Angeles, Williamson, West Virginia, and in those other cities of gloom and gloom where the open shop blossoms and flourishes.

To be sure, there is apparent throughout this document, evidence that a set of clever publicity men are out to spoof gullible employers. There is evidence that social parasites who are making money by trying to



smash labor unions, are constantly at work poisoning the minds of the men who are paying them, with high-sounding promises and glittering prospects. After announcing a long-winded code (which we shall notice in detail later), the cash-seeking press agents declare,

"In a word, the definition expresses an ideal rather than an accomplished reality. We must remember that our Declaration of Independence, conceived in 1776 (150 years ago) is still in the process of being realized."

This is funny because it is so solemn. In effect, it invites the boss to wait 150 years for results.

#### Fourteen Chapters of Instructions

This "state paper" of the Open Shop is voluminous. It is divided into main sections.

I. A Description of the "Effects of the Open Shop"—in the nature of a glittering day dream about the supposed immediate, sweeping and healthful benefits of the open shop. This is all-including, boldly outlining a panacea for the industry, the community, the state, the press, the school, the church, the nation. Only the family is omitted.

II. "The Employers Responsibility under the Open Shop"—which in effect states:

"Boys, if you smash the union, and beat down wages, don't get drunk with power, and bring back sweat-shop conditions. If you do the community won't stand for it."

III. "Wages and the Open Shop." In substance this is a tip to eliminate the competition of organized trades.

IV. "How to Keep An Open Shop Community"—being in fact the declaration of the policy of fang and claw, ruthless and bold—in short, the most interesting chapter in the lurid story.

V. "Converting a Closed Shop Neighborhood Into an Open Shop"—being a disguised conspiracy in the restraint of trade untouched by Sherman Anti-trust Laws.

VI. "Putting Your Community Into the Open Shop Ranks"—this is a continuation of the blood and iron policies outlined under IV.

VII. "National Aspects of the Open Shop"—being precise suggestions as to ways of attacking building trades unions, theatre unions, especially, the musicians, and the printing trades unions.

VIII. "Outlook for the Open Shop in Transportation Systems"—precise suggestions as how to hamstring the railway unions.

IX. "Fuel Production and the Open Shop"—precise suggestions as how to hamstring the miners.

X. "Presenting the Open Shop"—being a formula for bombarding women's clubs, churches, schools and employees with open shop propaganda.

XI. "Uncovering the Disintegrating

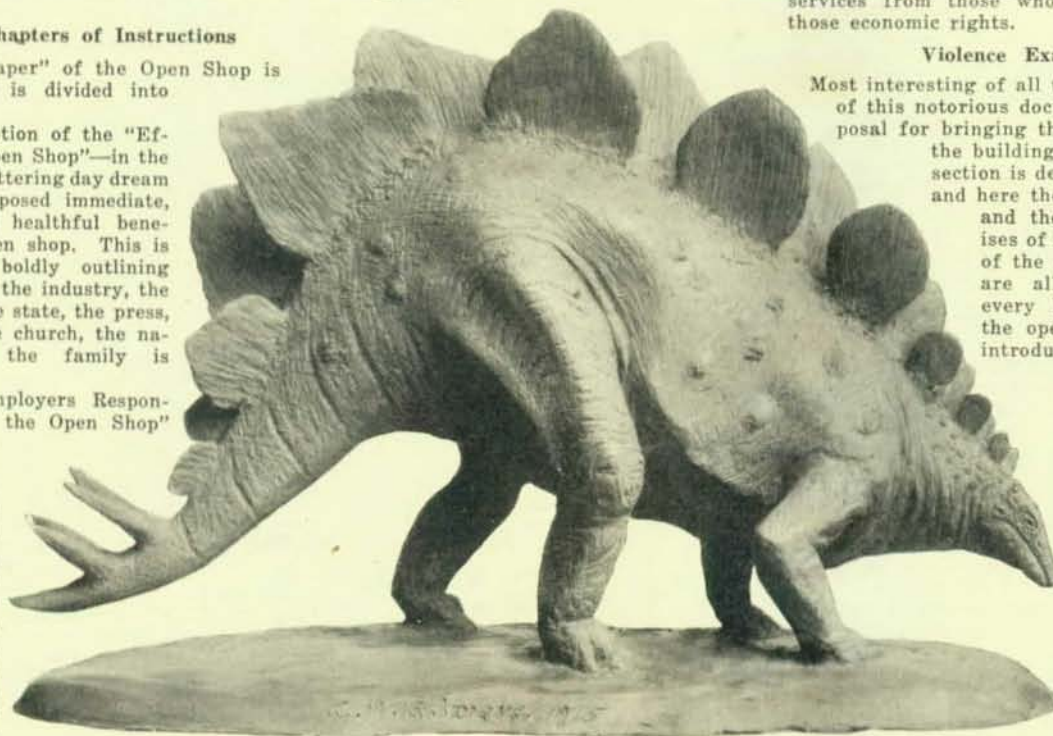
Agencies in America"—an effort to tie up the open shop group with the key snoopers of America.

XII. "Britain's Industrial Problems"—which undertakes to lay all of England's post-war ills upon the backs of the unions.

XIII. "An Effective Open Shop Association"—A description of the ideal open shop organization.

XIV. "Relationship Between Open Shop Associations"—"A supportive policy should be constantly in operation."

This extended prospectus is followed by a series of laudations of the "Tenth Semi-annual Session" of the group, and by a list of the supporting members.



INTRODUCING THE ARMoured DINOSAUR (STOGASAURUS STUNOPS), PREHISTORIC MONSTER. THE CHAMPION OF ITS CLASS, IN FIGHTING STRENGTH AND RANGE. BUT IN THE PROCESS OF THE UNIVERSE'S UNFOLDMENT, IT DISAPPEARED BECAUSE IT LACKED THE POWER OF ADAPTABILITY. NOTE THE SIZE OF THE BRAIN-BOX.

#### Organized Employers Called Noble

The drive against unionism is contained in the first paragraph of the code.

"Since the interest of the general public is of supreme consideration in all industrial as well as political matters, the right of no class, faction or party can be permitted to interfere with the greater public interest."

This grandiose preamble is founded upon the following assumptions:

(1) That the interest of the general public is menaced by a voluntary organization of workers.

(2) That the interest of the general public is guarded by a voluntary organization of employers.

(3) That, when workers organize, it is class action.

(4) That when employers organize, it is action in the public good.

In the third paragraph of this code the open shop objects to "economic pressure" being used upon employers, though the right of workers to organize is hypocritically granted. This is in line with the philosophizing of Walter Gordon Merritt, of the League for Industrial Rights, and James Emery, of the National Manufacturers Association. These gentlemen have repeat-

edly said in public that they do not object to unions; they object only to "interference" of unions in management. Mr. Merritt has repeatedly said that unions are all right, if the workers would only stay where they belong—at the work bench.

To be sure, this is equivalent to saying to a manufacturer of steel tubs, "Of course, manufacture steel tubs but do not ever allow the tubs to hold water, ashes, fruit or goods of any sort."

The function of a labor union is to protect the economic rights of its members; and it is generally recognized by all fair-minded persons and by the law that it is the union's right to remove its economic services from those who deny or refuse those economic rights.

#### Violence Exalted

Most interesting of all the periphrasings of this notorious document is the proposal for bringing the open shop into the building trades. A whole section is devoted to this aim, and here the subdued threats and the insidious promises of force and violence of the open shop groups are all too plain. In every large city where the open shop has been introduced, it has been

introduced by employer violence; in cities like Minneapolis and Los Angeles, employers who did not wish to join have been coerced into belonging to the open shop alliance. This has been accomplished generally by the refusal of bank credit, or by the withdrawal of business. In Minneapolis, several years ago an em-

ployer in the printing trade came to union officials and said, "Boys, I don't want this fight. We have been going along happily together for 20 years. It has been forced upon me. I have notes coming due in March, and I have been told by the banks that I am done if I don't drive out the union. It is you, or my business—my family—my future." This action of the banks precipitated one of the bitterest strikes in the history of Minneapolis.

In the building trades, contractors who have refused to fight the union have been "led" to see the light in much the same way, as the open shop document suggests.

"The industrial association must be sufficiently powerful to have contracts on big buildings confined to open shop contractors."

"Financial and business interests should be brought to the point that they will confine their awards to open shop contractors." (*Italics ours.*)

The entire section devoted to the building trades outlines a plan for invading the entire community with coercive measures in order to introduce the anti-union set-up.

#### Section Devoted to Building Construction

"The more that large communities can be

(Continued on page 112)



# Confessions of a Curbstoner—By One of Them

**A** CURBSTONER, as all you fellows in the building trades know, is a contractor whose office is in the street and his business in his pants pocket. Generally he is equipped with a worried expression, a non-existent bank account, and a five-year old touring car. In my experience I have found that the curbstoner is a very unfortunate creature, skinned as often as skinning, and the only reason most of them are in the business is because they don't keep accounts and still believe there are profits in this branch of contracting. The curbstoner starts out as an ambitious mechanic at some trade—too ambitious for his own good—he is drawn into contracting by the competitive bidding system, and that same system is usually his downfall.

Now I'm a good mechanic at my trade. I've proved it, on many a job, large or small. But I had the same feeling that probably every other workman has had, that he wants to work for himself, be his own boss. I had been running work for some years, laying out the job, bossing the men, keeping time, checking the material, in fact, delivering the job—all for wages, and I fondly imagined that someone else was collecting juicy profits and contributing nothing.

Then an acquaintance asked me if I didn't want to bid on a job. Sure, I was willing to put in a bid. Well, I got the job, and lo! I was a curbstone contractor, and I felt as though my life's ambition had been realized. That was three years ago. Now, with much toil and sweating of the brow, and chewing of pencil, I am attempting to strike a trial balance, to see how well I have been doing and why prosperity passed me by. What I learn from my figures has given me a new respect for what my old time contractor employer contributed toward our mutual success. Later on in this story I am going to tell you just what this year's record showed me about my profits, if any.

## Competition Is Also Death

The old saw says that competition is the life of trade. That may be so, but it is also the financial death of a lot of contractors. Everybody knows, who stops to think about it, that a day's labor and a load of building material have a fixed cost, the same as a bushel of potatoes or a dozen of eggs at the corner grocery. No matter whether you are using seven dollar a day men or twelve dollar a day men, the cost of wiring a house or laying a foundation does not vary greatly. My contracting experience has led me to believe that the \$12 a day man is worth the difference.

The contractor sells labor and material, plus skill and technical knowledge, and he has to make a profit on it, just as the grocer must make a profit on the potatoes and the eggs. If he doesn't, he'll soon be selling pencils or living on the county.

Unfortunately, the typical home builder knows very little about building operations beyond what he learned in high school manual training. The architect furnishes him with plans and a set of specifications. Armed with these and burdened with the advice of too many friends, he sallies forth to do battle with the contractors, who, he is sure, are out to skin him. The architect may have furnished him with an estimated cost of his house, based on local building costs. The

Although, for obvious reasons, the writer of this article does not wish to reveal his name, these confessions are based on actual experiences.

established contractor returns a bid based on these local building costs plus his legitimate profit. To the owner, it seems shockingly high. Something must be pared down somewhere. While he is hesitating and groaning mentally over the expense of it all, someone whispers in his ear that So-and-So, a curbstoner, who maintains no office, could probably do it for less—and just as well. The owner agrees, for has he not his specifications, which will insure the house being built in the same way, no matter who does the job? Then he hears of another young fellow, who has had a bad season at curbstone contracting and would probably do it cheap, in order to get the job. Then the floodgates are loosed, and in pours the horde of hungry curbstoners.

The owner begins to realize that he has a rich plum to confer, in the contract for his home. So he begins that nefarious game of "bid peddling," the most despicable game in the building trades. Brown agrees to do the job for \$8,500—after a whispered con-

ference with the owner, Smith pares the bid to \$8,400. Brown follows suit with a \$50 cut, and Smith gets the job for \$8,300.

Now Smith has the job, but his fingers tingle every time he picks it up, it's so hot. He has sacrificed his profit and also the profit of the "subs." He knows to save his own skin he must squeeze the sub-contractors—probably also curbstoner contractors of the electrical, plastering, plumbing, and kindred trades. To get the work they are compelled to pare their small profits to the bone.

## Wanted—Good Credit

Smith, because of his method of doing business, has poor credit connections with the material dealers. If any situation can be worse than unstable credit, I do not know what it is. A good portion of Smith's time is spent thinking of ways to spread his credit as thin as possible in order to get the material at the job. Through necessity he is obliged to deal with many firms who will be incessant in their demands for cash after 30 or 60 days. I have found that it is far more dangerous to owe small bills at many dealers than a big bill at one dealer's, for the creditor you owe a large amount will not force you to the wall so readily—he has more to lose by it.

Payments under the contract are arranged in a series of draws, certain amounts to be paid on completion of certain portions of the house. But many things may happen to prevent the completion of the required work. Bad weather may prevent work on exteriors, failure to receive required material, due to unstable credit, failure of a "sub" to complete on time—anything, everything piles up on the shoulders of the unfortunate contractor. If his men fail to get their money on Saturday, or Monday, they come to work sour and hungry, and in no mood to "step on it" and hustle the job out. It requires a cool head to keep everything going when money is tight.

But suppose, in spite of obstacles, the house is completed. Quality has been sacrificed to expediency. Poor material has been substituted because "it's just as good." Little niceties that show painstaking workmanship are lacking. Doors bind on the floor or the jams. Canopies of electric light fixtures don't hug the ceiling tightly. Mortar joints are not neatly pointed up and the paint has been slapped on in a hurry. In other words it is a slipshod job in spite of the specifications.

The owner will never feel proud of his house. The workmen have had poor working conditions. And the contractor has no profit to show for hours of worry and manipulation, and another shred has fallen from his reputation.

But there is a certain justice to it. The owner deserves what he got, and the contractor ought to know better.

Sometimes the job is not even completed under the contract. The owner, in his mistaken zeal for cutting the price, has shaved the bid so low that the contractor finds he cannot complete the job without incurring a loss.

## Low Bidder Fails

I know of several cases where this

(Continued on page 108)





# The Ford of Home Builders Signs With Unions

**T**HE Ford of Home-Builders! This phrase was first applied to Harry W. Wardman, leading builder of the National Capital, several years ago by the *Forbes* magazine. It was truer then than it is now inasmuch as the leading builder of Washington, who also heads one of the largest construction units of the country, has forsaken one of Henry Ford's policies—the open-shop. After virtually 22 years of open shop operation, in which Mr. Wardman, it must be said, followed more enlightened policies than the American Planists advocate, the Washington builder has begun to sign agreements with the building trades organization. Rapid progress has been made, and electrical workers, elevator construction men, plasterers and lathers, bricklayers and sheet metal workers have secured agreements. Negotiations with the carpenters are still on, due, it is said, to the fact that adjustments between Mr. Wardman's force maintained over a long period of years and the union have not yet been made. An agreement is expected to be reached in the course of a month, it was said at Mr. Wardman's office.

The phrase—the Ford of Home-builders—has the ring of sincerity when applied to Wardman. Of English birth, he came to America as a carpenter. He built his first house it is said, 25 years ago in Washington—a house worth about \$3,000. He has now to his credit in the national capital 4,000 houses, 250 apartment buildings, many office buildings and a dozen hotels. It is said 40,000 persons live in Wardman buildings—an investment totalling \$50,000,000. The Wardman is representative of the vertical trust in the building field. He sponsors several corporations which take the raw material and mill it, which erect the houses, which market them, which insure them, which operate the hotels, and which finance home buyers. It is only lately that the Wardman organization has stepped out of the Wardman circle into "foreign" building. It is now at work on three huge projects—all union—on separate contracts, namely the Casualty Hospital, the Shoreham Building and the British Embassy.

The British Embassy is an internationally noted job. Situated on a spacious site on Massachusetts Avenue, well out, the new embassy is a structure of huge proportions. An official British superintendent and inspector are in charge.

## Union Work Desired

On the technical and sentimental side, Mr. Wardman's organization was the logical group for the erection of this fine group of buildings, but one obstacle presented itself. Mr. Wardman was not union. It was understood that the British government preferred a union firm due to insistent demands from labor at home. The organized trades of Washington and the American Federation of Labor were also making insistent demands that the embassy be a union job. There are those who believe that this protest influenced Mr. Wardman in his decision to give up his open shop policy. It is the opinion of the *JOURNAL*, however, that this was a minor influence. Mr. Wardman is himself a carpenter. He has always had keen sympathies with men of the trade. He was not unaware—even during his open-shop period—what union work is. In fact, he had continuously had agreements with

**"We went union because we believe the union insures quality of craftsmanship and stability of man power."**

**—WARDMAN.**

certain unions during the last 20 years. We believe that Mr. Wardman is sincere when he said that he went union because he wanted quality of workmanship and stability of man power. These values are what unions are prepared to give. And these values Mr. Wardman as a craftsman, appreciates.

Nevertheless the changed policy of this leading building organization of the national capital must be regarded a decided victory for union labor, a technical and moral triumph. It was accomplished with no turbulence or strife, and no bitterness. It was as if one old business firm had selected another because of its long record of honesty and efficiency. There are a capable group of building craftsmen in Washington; they have conducted themselves with intelligence and skill.

## Overflow of Influence Seen

It is expected that the new contracts with the Wardman organization are destined to play a good influence in the national capital. Mr. Wardman's is the dominant organization. His operations ramify into every district. He deals in houses of modest character and in houses of the mansion class retailing at \$75,000. He has set his mark on most of the apartments and leading hotels of the city. The Wardman Park Hotel is a center of diplomatic and official life, where ambassadors, judges, congressmen and cabinet members foregather. This

is true of the new Carlton Hotel, and the new Hay-Adams House, that abuts the U. S. Chamber of Commerce. To have it known that the Wardman is union because, as he says, quality of work and stability of man power are assumed under union conditions, is sure to widen union influence, not only in Washington but throughout the country.

Just what influence it may have on government building policies is not certain. It must not be supposed either that the change has suddenly created a great many new jobs for union men in Washington. This is not the case.

The renewed faith of the Wardman organization in union policies is just another instance of the decadence of the open shop. The open shop is bankrupt of idea, method and moral purpose.

## BATTLE INSIDE GLAND

Conflict between two armies of living cells in the same tiny gland inside the human skull, to see whether the body to which the gland belongs shall keep on growing or shall stop growing and become mature, is disclosed by investigations of the pituitary gland reported to the American Medical Association by Dr. H. M. Evans and Dr. Miriam E. Simpson of the University of California, in Berkeley. For several years students of the glands have believed that some part of this pituitary gland is responsible for bodily growth. Disease of the gland frequently results, for example, in what is called gigantism, in which a person may keep on growing to a height of seven or eight feet. Presently the maturity-producing cells come along, stop the activity of their predecessors and turn the child into an adult.



WARDMAN SPECIALIZES IN BUILDINGS OF EVERY TYPE, BUT STANDS FOREMOST AS A SPECIALIST IN HOTELS. THE ABOVE IS THE CARLTON, ONE OF WASHINGTON'S FOREMOST HOSTELRIES. WASHINGTON IS A CITY OF HOTELS.



# Meaning of Decision on Enforcement of Landis Award

**F**ORCE, whether physical or psychological, as a means of settling industrial disputes was given a body blow on the epochal decision of the Illinois Supreme Court in the case of the Carpenters' Union versus the Citizens' Committee to Enforce the Landis Award, a corporation operating in Chicago, organized not for profit, numbering 179 business firms.

The most sensational result of this noted case will be to drive from the building jobs of Chicago the gunmen and terrorists employed and paid for by the anti-union business men. The decision is quite explicit in this regard. It orders the 179 industrialists, bankers and business groups who participate,

"from sending men upon and around buildings in Chicago to represent themselves as deputy sheriffs and carry concealed weapons."

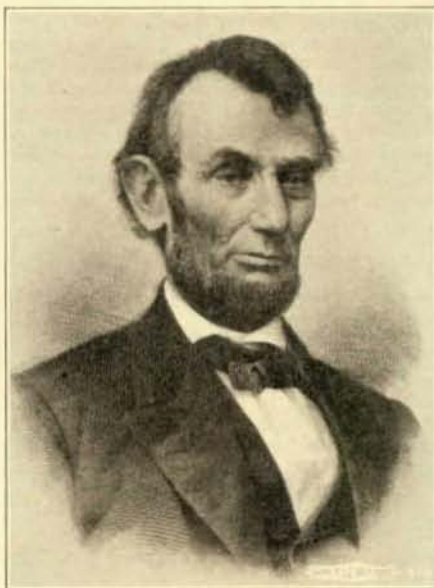
The less sensational but no less important aspect of the case lies in the elimination of the "third party" in industrial disputes. The trouble maker, the banker or industrialist, who seeks to inject himself gratuitously between the employer and worker are designated as volunteers. Legal precedents are cited to show that these men are guilty of actionable wrongs. Thomas E. Donnelly, anti-union head of a printing concern, the chairman of the executive committee of the Citizens' Committee, is explicitly named as guilty of seeking to drive business men away from dealing with union carpenters by epithet, and of attacking the carpenters as outlaws.

The case must be regarded, therefore, as a severe set-back for the open-shoppers, who have employed these methods, whose tactics and aims are revealed in a new series of articles beginning in this number. The ulterior motives of the Committee for the Enforcement of the Landis Award are revealed in the court's opinion. "The committee had definitely declared the open shop in those trades that were not in, and in those trades their foremen would be non-union men, and that the Citizens' Committee would not deal with any representative of those unions, and that the contractors had agreed that henceforth they would allow the Citizens' Committee to dictate their labor policies."

In fact the factual data, which makes up the body of this noted decision, is rich in historical significance. The Committee for the Enforcement of the Landis Award in all its devious ways ran true to form, though on a larger scale, to all open shop demonstrations. The order of the court released against the committee illustrates this fact:

"The decree dismissing the bill for want of equity, and the judgment of the appellate court affirming it, are reversed and the cause is remanded to the superior court of Cook county, with directions to enter a decree restraining defendants, except those who are directly interested in the subject matter of the original controversy between the Associated Builders and the Building Construction Employers' Association on the one hand and the Carpenters' Union on the other from maintaining a combination for the purpose or with the effect of exerting influence upon bankers, architects or employers in the building industry in Chicago and vicinity which in any way interferes with or hinders freedom of contract between such employers and the complainants; from combining and conspiring in any manner to interfere with, injure or

disturb the employment of the complainants or to restrain freedom of contract between the complainants and employers in the building industry in Chicago and vicinity; from coercing, soliciting, advising, inducing or attempting to induce any person to refuse to employ the complainants or to refuse to negotiate with the complainants' authorized representatives; from enforcing or attempting to enforce any agreement which has for its purpose or effect any restraint upon freedom of contract between the complainants and employers and from soliciting or inducing any person to enter into any such agreement; from attempting to interfere with or disturb or prevent employment of the complain-



A FAMILIAR PORTRAIT OF THE GREAT FRIEND OF COMMON MEN.

ants by newspaper advertisements, telephone messages, letters, circulars, notices, personal conversation, economic pressure or any other means; from assaulting, threatening or intimidating any of the complainants; from sending men upon and around buildings in the city of Chicago to represent themselves as deputy sheriffs, to wear deputy sheriff's star and carry concealed weapons; from boycotting or inducing, aiding or influencing any person to boycott the complainants, either individually or as an organization; from doing any other thing to injure or interfere with the complainants or their employers."

This decision probably marks more clearly than any other recent event the full turn of the tide against the open shop movement. Begun in 1920, shortly after the war, it reached its height of success in 1921-1923, and began to recede thereafter. The cant and hypocrisy of the American Plan group is revealed and rebuked by this decision. The violent hands of the open shoppers are deterred. Above all else employers and workers are left free without interference to work out their own problems by negotiation and conference in the industrial field.

Justice shines in smoke-grimed houses and holds in regard the life that is righteous; she leaves with averted eyes the gold-be-spangled palace which is unclean, and goes to the abode that is holy.—Aeschylus.

## Lincoln

Such was he, our Martyr-Chief,  
Whom late the nation he had led,  
With ashes on her head,  
Wept with the passion of an angry grief:  
Forgive me, if from present things I turn  
To speak what in my heart will beat and burn,  
And hang my wreath on his world-honored urn.  
Nature they say doth dote,  
And cannot make a man  
Save on some worn-out plan,  
Repenting us by rote:  
For him her old-world moulds aside she threw,  
And choosing sweet clay from the breast  
Of the unexhausted west,  
With stuff untainted shaped a hero new,  
Wise, steadfast in the strength of God, and true.  
How beautiful to see.  
Once more a shepherd of mankind indeed  
Who loved his charge, but never loved to lead;  
One whose meek flock the people joyed to be,  
Not lured by any cheat of birth,  
But by his clear-grained human worth,  
And brave old wisdom of sincerity!  
They knew that outward grace is dust;  
They could not choose but trust  
In that sure-footed mind's unfaltering skill,  
And supple-tempered will  
That bent like perfect steel to spring again  
and thrust.  
His was lonely mountain-peak of mind,  
Thrusting to thin air o'er our cloudy bars,  
A sea-mark now, now lost in vapors blind;  
Broad prairie rather, genial, level-lined,  
Fruitful and friendly for all human kind,  
Yet also nigh to heaven and loved of loftiest stars.  
Nothing of Europe here,  
Or, then, of Europe fronting mornward still,  
Ere any names of serf and peer  
Could nature's equal scheme deface  
And thwart her genial will;  
And one of Plutarch's men talked with us  
face to face.  
I praise him not; it were too late;  
And some innate weakness there must be  
In him who condescends to victory  
Such as the present gives, and cannot wait,  
Safe in himself as in a fate.  
So always firmly he:  
He knew to bide his time,  
And can his fame abide,  
Still patient in his simple faith sublime,  
Till the wise years decide.  
Great captains, with their guns and drums,  
Disturb our judgment for the hour,  
But at last silence comes;  
These all are gone, and, standing like a tower,  
Our children shall behold his fame.  
The kindly-earnest, brave, foreseeing man,  
Sagacious, patient, dreading praise, not blame,  
New birth of our new soil, the first  
American.

—James Russell Lowell.

Study the Family Insurance Plan originated by the Union Cooperative Insurance Association described in this number.



# High Finance Rates Boost Building Costs

OF deep significance to the building industry and the general public is the recent report of the Special Commission on the Necessaries of Life of the Commonwealth of Massachusetts on promotion and financing of property. This is given here in full, showing the (1) comparative costs between financing at a co-operative bank and at a private bank; (2) the exorbitant costs of apartment house finances; (3) and a summary of the recommendations of the special commission:

## Report of the Commission

This order directs the commission to ascertain particularly the methods followed in the promotion and financing of new apartment houses and other dwelling properties. Financing this type of construction in the metropolitan Boston district and some of the larger cities frequently requires special service for which high interest charges, commissions and bonuses are charged. In the smaller municipalities local banks prefer and sometimes insist upon dealing direct with the owner or builder, who pays only customary interest rates and fees. The commission finds that practically all of the so-called "high financing" practices are confined to only part of the new housing constructed in certain urban sections of the commonwealth.

In regard to the construction of residential property, when the promoter or owner finances it by a first mortgage loan from a bank or similar institution, which requires that \$1 be spent for every 60 cents advanced, or in the case of a co-operative bank, \$1 for every 80 cents loaned, the cost of financing is regarded as fair and reasonable. It consists of nominal application and reasonable title fees with an interest rate of about 6 per cent. In this connection, officials of many co-operative and savings banks throughout the state emphatically inform the commission that home owners, able to invest from 20 to 40 per cent of the value of the property, can and should deal direct with banks—there is no need to employ a third party.

On the other hand, when operative builders with limited capital employ brokers to secure short-term loans from private construction mortgagees, which loans are replaced with permanent first and second mortgages after the houses are built, it means high financing costs. Unless these charges can be passed along to rent payers or purchasers, the builders or owners must stand any loss. Under this method of financing construction the builder operates, in so far as possible, on borrowed money and credit. It involves many risks which banks will not directly assume. The commission finds, however, that private lenders have profitably exploited the development of speculative building.

Financing costs vary according to the financial and credit standing of the individual builder. Examples of the approximate cost of an \$8,000 building loan from a co-operative bank and from a private lender under the dual-loan systems are given below:

Total Loan (80 per cent).....	\$8,000.00
<b>Co-operative Bank*</b>	
Cost of application.....	\$5.00
Estimated attorney's fee for examination of title, \$30 to.....	35.00
Interest for 4 months at 6 per cent per annum.....	160.00
Total .....	\$200.00

## Temporary Construction Loan Replaced by Permanent Mortgages

Commission (2 per cent) to broker for construction loan.....	\$160.00
Interest charge on loan at 1 per cent per month (4 months).....	320.00
Bonus or commission to lender from \$50 to.....	150.00
Estimated attorney's fees for examination of title and drawing agreements .....	75.00
Commission (2 per cent) to broker for procuring first mortgage of \$6,000, 3 years at 6 per cent.....	120.00
Attorney's fee for bank loan.....	50.00
Bonus on second mortgage of \$2,000, 3 years at 6 per cent from \$240 to.....	360.00
Commission (3 per cent) to broker for procuring second mortgage.....	60.00
Attorney's fee for second mortgage .....	50.00
Total .....	\$1,345.00

Note—\*Under a co-operative bank mortgage loan of \$8,000, the borrower is compelled to reduce the principal of the mortgage at the rate of \$40 per month.

Thus it will be noted that the cost of financing may run from about \$200, when financed by a co-operative bank, to upwards of \$1,345, when financed by a private lender with the assistance of brokers.

It is evident that a high financing cost tends to encourage the construction of a cheaply-made house, as the chief aim of the builder and the private lender is to realize quick profits by promptly selling the finished property. Consequently, the entire industry is seriously affected wherever "frenzied financing" practices are tolerated. The commission believes that the reputable members of the business, who are in the great majority, ought to frankly face the facts, and, for their own protection, take suitable action to curb the abuses and eliminate the evils in connection with speculative residential construction.

Apartment house construction, on the other hand, is generally regarded as specu-

lative, the value of the completed project depending more upon earning power than actual cost. And the investment value is more difficult to determine. For these reasons many conservative lenders state it is their policy to loan only on completed and rented apartment houses. Furthermore, the sum of money needed above the first mortgage is so large that but few apartment houses would be constructed, if promoters were obliged to invest 40 per cent of the cost. Consequently, private lenders, brokers and other special services are usually employed by promoters to advantageously finance the building of apartment houses for immediate profit, very few apartments being constructed by builders for investment.

Appraisal values for loans are based mainly on matters of opinion in regard to the estimated income and replacement cost. They may and frequently do differ widely, thereby making the investment value difficult to determine. It appears that loans on apartment houses are chiefly dependent on the property itself rather than the character of the borrower, which often has a considerable influence in the making of loans on small residential property.

The commission in the body of its report has discussed the principal methods of financing apartment houses, which may be briefly summarized:

(1) Permanent construction mortgages up to 60 per cent of the value of the property from banks, insurance companies or other conservative lenders.

This plan of financing is regarded as the least expensive and most satisfactory. It requires the promoter to have substantial financial interest. Reasonable attorney and possibly supervision fees, plus a commission of not more than 2 per cent to a broker, usually represent the entire cost of procuring a loan. Interest during the construction period runs from 6 per cent to about 8 per cent, and at the rate of 6 per cent after the project is finished. No complaint was made to the commission in regard to this method of lending money on apartment construction, except that it is confined to comparatively few banks and insurance companies.

Permanent construction mortgages up to 75 per cent of the value of the property from real estate bond houses.

The investment required of the promoter is greatly reduced under this method, depending largely on the appraisal value accepted by the bond house. The loan costs the promoter about 10 per cent and it must be amortized by regular payments, similar to the plan followed under a co-operative bank loan. This is a popular plan for financing big apartments, but unfortunate experiences with certain properties constructed in the last few years that did not earn estimated incomes have evidently had a tendency to curtail the use of this financing plan for the construction of apartment houses in Massachusetts.

(2) Temporary construction loans which are replaced by permanent mortgages upon completion of the property.

When the short-term loan is given by a commercial bank the cost is generally regarded as reasonable. It includes interest at from 6 to 8 per cent per annum, plus reasonable attorney and supervision fees.

(Continued on page 107)

## LOCAL UNIONS OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS WHICH ENJOY FIVE DAY WEEK

Local Union	City
1.....	St. Louis, Mo.
3.....	New York City
26.....	Washington, D. C.
28.....	Baltimore, Md.
46.....	Seattle, Wash.
48.....	Portland, Oreg.
98.....	Philadelphia, Pa.
106.....	Jamestown, N. Y.
140.....	Schenectady, N. Y.
164.....	Jersey City, N. J.
191.....	Everett, Wash.
194.....	Shreveport, La.
208.....	Norwalk, Conn.
210.....	Atlantic City, N. J.
215.....	Poughkeepsie, N. Y.
243.....	Salinas, Calif.
349.....	Miami, Fla.
413.....	Santa Barbara, Calif.
584.....	Tulsa, Okla.
631.....	Newburgh, N. Y.



# Father Penn Adopts Plan to Defeat Man Loss

By CHARLES A. WATERS, Secretary of Labor, Pennsylvania

**E**DUCATION and the development and enforcement of adequate regulations are the means by which the Pennsylvania Department of Labor and Industry is undertaking to promote safety in building construction. Education is put first because of what experience has shown the Department to be its relative importance.

Regulations are peculiarly inadequate in themselves to produce any considerable degree of safety in construction. A machine may sometimes be well enough guarded to make accident to the operator next to impossible. The same certainly cannot be said of a construction operation. So construction comes under a new general plan of the department for advancement of safety through education, the most important feature of which is a study of the individual working force and the individual operation.

Up to this time the department has largely endeavored to promote safety in construction and in all other lines of industry by systematic inspection under a block system whereby all industrial plants and industrial operations have been visited in the order in which they have been found in the locality. It has more and more been impressed that this system does not make the most effective use of our limited inspection personnel. Under its operation those who are doing quite effective safety work of their own get as much, or almost as much, attention as others much more in need of assistance. It was realized that some means must be found for determining just what factories and just what contractors were having bad accident records and of concentrating attention on them.

Today the Pennsylvania Department of Labor and Industry is preparing to introduce something new in the field of statewide accident prevention work. It is preparing to utilize individual accident records to advance safety. Through its bureau of compensation the department receives reports of all lost-time accidents in industry in Pennsylvania. Preparation is now being made to apply these records in inspection.

## New Plan Instituted

Within a few months the Bureau of Inspection of the Pennsylvania Department of Labor and Industry will be in position to know exactly what plants and what contractors are having more accidents than they should have in relation to the general average. Trained inspectors will then be prepared to sit down with these concerns and help them figure out where their weakness lies and how it can be remedied. Much is expected from this new plan which has the hearty endorsement of all associations of employers and workers to which it has been presented.

The need of adequate safety regulations and their enforcement, and the fact that the state can alone properly apply such regulations is not overlooked. A special drive for accident reduction in building construction covering the last two years developed inadequacies in existing regulations which are now being studied with a view to their correction. The so-called scaffold regulations of the Pennsylvania Department of Labor and Industry, which are in effect building construction regulations, are to be developed into such in fact. As revised, they will include regulations for

*I regard promotion of industrial safety as one of the most important responsibilities of the Pennsylvania Department of Labor and Industry. It is our conviction that the state must go beyond law enforcement if it is to render most effective aid in accident prevention. Education is the force on which we must most depend. Upon this basis the Pennsylvania Department of Labor and Industry is expanding its program to include co-operation with other agencies in every aspect of safety promotion.*

CHARLES A. WATERS,  
Secretary of Labor.

building demolition which has been shown to be badly in need of safety restrictions. Recently the need of some other treatment of builders' hoists than the existing sweeping restriction against workers riding on them was shown to be essential, particularly when hoists afforded the only means, other than ladders or stairs, for workers to reach the upper floors of tall buildings under construction. Today workers in Pennsylvania are permitted to ride on builders' hoists when they are equipped with certain safety devices.

The department is at this time engaged in the development of regulations to govern construction of trenches and excavations of all sorts. These regulations, as all others developed by the department, are presented to both employers and employed in tentative form at public hearings for criticism before they are adopted, so that as finally applied they represent the best thought of those whom they will most affect, rather than a lot of closet-developed theories.

## Responsibility Fixed

In teaching safety and in applying regulations in construction, the first aim of the department is to develop each contracting unit into a self-sustaining safety factor. It is recognized that safety organization is

particularly difficult to apply to such contracting operations as building construction. On large operations there may be many sub-contractors working with their individual forces under a general contractor. The Pennsylvania Department of Labor and Industry has applied with considerable success on these operations a type of safety organization in which the general contractor appoints a safety committee chairman and each sub-contractor appoints a representative on the committee. This committee holds a meeting at least once a week during the course of operation and discusses its safety problems with department inspectors. Each sub-contractor fixes responsibility for the safety of his working force on one or more individuals, usually superintendent or foremen. This plan has been applied in the construction of the new \$3,000,000 North Office building at the State Capitol in Harrisburg. While too early yet to state the final result, this operation to date has been remarkably free from lost-time accidents. The fixing of responsibility on supervisory workers has been found in Pennsylvania to be the best means of attaining safety in construction operations, taken along with the state's aid through education and application of regulations. The transitory type of worker engaged to so large an extent in construction does not lend himself readily to development of the highly efficient sorts of safety organizations we find in many industrial plants.

An important feature of Pennsylvania's new plan for dealing with the accident problem in construction work is the development of a staff of building inspectors who are specialists. The desirability of safety inspection by specialists in any line of industry need not be stressed. Up to this time it has not been found practical to extend such inspection to all types of industry. Building construction, because of its very considerable hazard and its very special problems, has seemed to warrant this sort of treatment and after a year's application the department already feels justified, through the extent of co-operation it is receiving from the industry, in feeling that no mistake has been made in extending to it this special safety service.

## Taking Time From the Stars

The new Radio Electric Clock in the Baltimore and Ohio Station in the 42nd Street and Lexington Avenue Office Building (Chanin Building, New York City) will be one of the first installation of a device by means of which Government Observatory Time will be received by radio.

The system operates in four essential steps: First, the correct time is broadcast from various government stations throughout the country. Then a special device in a receiving set selects the Government's signals and automatically sets a master clock. The master clock, in turn, automatically transmits governmental time to all secondary clocks in the system during the following minute. By means of a synchronized control from the master clock, uniform correct time is indicated on each of the secondary clocks which are a part of the unit.—S. W. Straus Letter.

## THE BATTLE OF INDUSTRY

A half million working people die annually.

Forty-two million gainfully employed lost 350,000,000 days from illness disabilities and non-industrial accidents annually; 28,000 die from industrial accidents.

The economic loss from the tuberculosis death rate alone is \$500,000,000 annually and \$26,000,000,000 for this generation, figured on the diminished longevity. At least 1,000,000 people now have tuberculosis.

Twenty-five million in the working classes have defective vision requiring correction. At least 25,000,000 have defective teeth and mouth infection; 8,000,000 have flat feet; 6,000,000 have organic diseases resulting largely from infection; 1,500,000 have venereal infection.

—EUGENE LYMAN FISK, M. D.



# Accidents Mount in Construction Industry

By ETHELBERT STEWART, United States Commissioner of Labor Statistics

THE two problems which today occasion the gravest concern among administrators of workmen's compensation laws have to do with the small plant and the building construction industry.

While in the manufacturing industries as a whole accidents have been decreasing, we find the opposite to be true in the construction industry. In New York, for instance, we find that accidents in the construction industry have increased from 10,230 in the year ending June 30, 1923, to 21,606 in the fiscal year 1927 and 21,891 in 1928. The increase in the fiscal year 1928 over the year ending June 30, 1924, was 64 per cent, while the increase in all industries was but 28 per cent. It is probably fair to say that the New York figures over this period are not quite comparable since within this interval the waiting time was changed from 14 days to 7 days. However, waiting time does not affect the deaths and permanent total disabilities, and here we start with 123 deaths and permanent total disabilities in the year ending June 30, 1923. In 1924 the number jumps to 193, in 1925 to 205, in 1926 to 219, and in 1927 to 224. This is for building construction only, eliminating shipbuilding. If we take all construction, the deaths and permanent total disabilities jumped from 177 in 1923 to 319 in 1927.

In Ohio and in Pennsylvania we encounter the same results, and in Pennsylvania the same general upward trend both of fatal and nonfatal, except that in 1927 there was a slight falling off of nonfatal accidents. But even there, 1927 shows 231 fatal and 19,031 nonfatal accidents.

I know the answer of those engaged in the industry, that these figures do not show an increase in accident rates, and that the increase is due solely to the increase in the business, the number of people employed, etc. Unfortunately, no State has yet been able to secure the volume of employment in the construction industry, but so far as any evidence exists the figures do not bear out this statement. The National Safety Council has for a period of four years been receiving reports from a number of construction companies. True, the number is not large, but it affords all the evidence that there is upon this subject. The council's report for 1927 covers 59,707,836 man-hours worked, and this gives a frequency rate of 65.07 as against a frequency rate of 58.81 in 1924 and a severity rate of 7.13 as against a severity rate of 4.60 in 1924. These figures are not for identical plants and are given only because of the rather large number of man-hours covered. If we take identical plants reporting for three years (1925, 1926 and 1927) to the council we find a frequency rate of 73.31, 74.11 and 77.11, respectively.

I am not unaware that the Associated General Contractors of America in its publications print from time to time a list of building concerns that have registered no accidents for certain periods of time. So far as the publication of such lists serves as an inspiration to contractors to work intelligently for accident prevention it is to be highly commended. So far as it acts to create the impression that all is well in the construction industry it is, to say the least, misleading. Its effect is just as bad as to attempt to cover up the bad conditions in small manufacturing plants by referring to the wonderful accomplishments of some of the United States Steel Corporation or Du Pont plants.

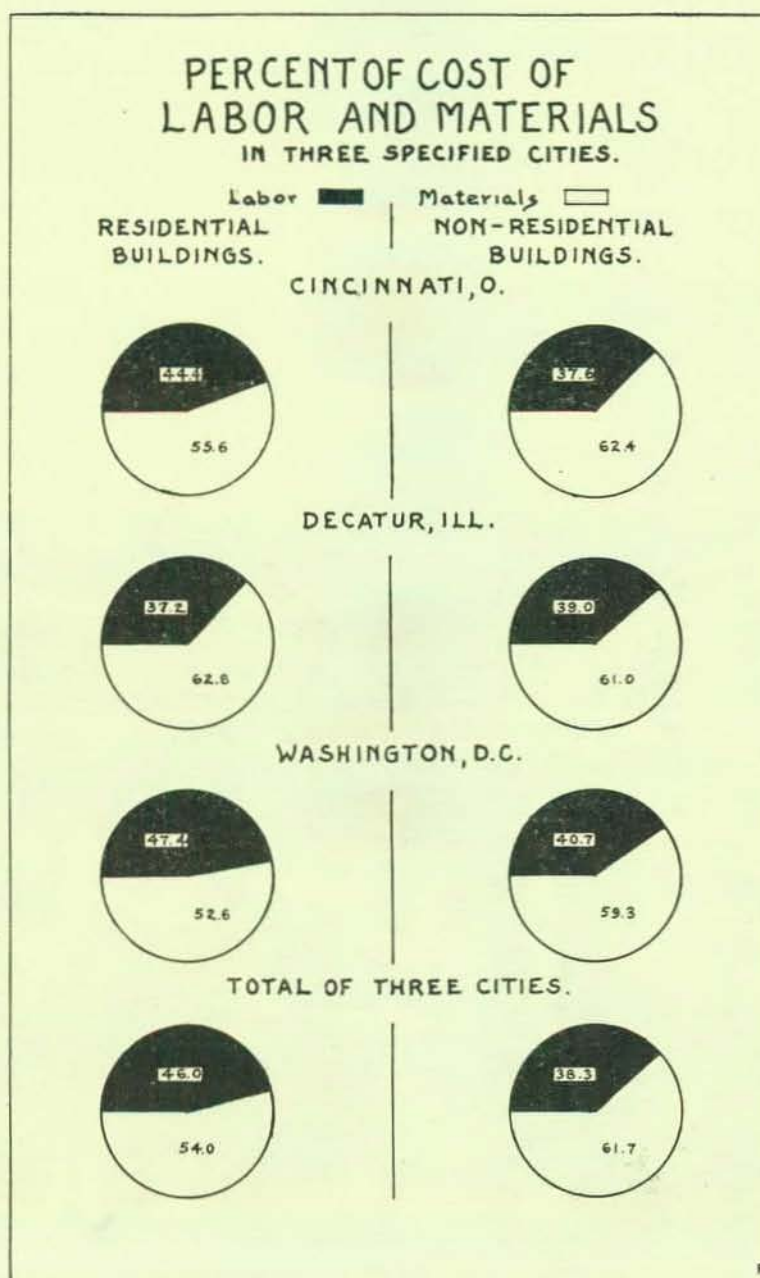
## Premium Cost of Hazard

One is amazed at the amount of workmen's compensation which is assessed against the employers in the building industry—\$8,115,469 in the year ending June 30, 1928, in the State of New York alone, and this is the amount actually paid to the injured workers. The premium assessed on the industry was much more, probably 40 per cent more. And the seriousness of the accidents is expressed in the fact that the compensation in these cases averaged \$371 per case, which is \$72 per case more than the average for all industries combined. As Commissioner Hamilton says, "This means that the accidents in building work cost about one and a half million dollars more than an equivalent number of accidents at the average rate."

When you see that Ohio charges a premium rate of \$4 per hundred dollars of pay

roll for masonry work, building chimneys only, that it charges \$7.80 per hundred dollars of pay roll for structural-iron work, while it charges only \$3.50 per hundred dollars of pay roll for coal mining, one is dazed that the men in the building industry in the United States do not get together and agree upon some intelligent building safety code that is sufficiently specific to be really effective in accident prevention. In New York the rate for structural-iron workers is practically \$33 per hundred dollars of pay roll, or one-third of the wages. This means that since the New York City rate of wages for structural-steel workers is \$12 a day, the workmen's compensation premium is \$3 per man per day. I can remember when the wages of structural-steel workers in Illinois were not more than the premium is in New York City today. This enormous

(Continued on page 106)





# Labor Sponsors First Industrial Conference

**I**N the history of the American railroad industry, labor has achieved the distinction of calling and successfully holding the first general conference of labor, capital and technicians, to consider the problems of the industry as a whole. This gathering was held at Baltimore late in January (19 and 20) under the auspices of 15 standard railroad unions. It brought together about 300 delegates from the entire Baltimore and Ohio System, and was the occasion for convening a score of nationally and internationally known authorities on railroad problems.

Railroad experts from Harvard, Johns Hopkins, Yale and Cornell Universities were present. Daniel Willard, the best known railroad executive in America, and U. S. officials participated as did a number of labor leaders and labor research men and journalists. The conference was the accomplishment of the Association of General Chairmen of the Baltimore and Ohio. It was held at Johns Hopkins University. William Ross, Secretary of the Baltimore Labor College, acted as manager of the conference; Otto S. Beyer, Consulting Engineer for Baltimore and Ohio shop craftsmen, acted as adviser. The conference was marked by the full co-operation given by Mr. Willard and other officials of the railroad and the wide publicity received.

At this date—a month after the close of the conference—all parties are seeking to

appraise its value. Though no extravagant claims are being made for its practical accomplishment, the conference is considered significant as developing logically out of the union management system on the Baltimore and Ohio, and by the fact that all sections participated. The labor delegates felt at times that the program was top heavy with closely-reasoned, specialized papers, somewhat remote from the immediate problems of the system. On the other hand, this was more than offset by the eagerness and frankness with which management and labor discussed common problems. One of the features of the conference was the quiet unanimity in support of the union management co-operation, and in opposition to company unions. Important statistical contributions were made.

C. W. Jones, general chairman of the Trainmen, acted as the chairman of the first session of the conference. He emphasized the educational nature of the event and referred to it as the fruition of the good relationship prevailing between management and men. An effort of this kind would have been impossible where company unionism prevails, Jones remarked.

## Harvard Authority Speaks

Prof. W. J. Cunningham of Harvard University, who followed, dealt with the "Economic Factors in the Railroad Situation."

He gave three major reasons for the re-

markable improvement in railroad service since 1923.

1. Capital expenditure for betterment of plant and equipment.

2. Co-operation and goodwill between management and men.

3. Assistance of Shippers Regional Advisory Boards.

After citing figures to prove increased efficiency of the railroads, Professor Cunningham pointed to increased productivity of labor.

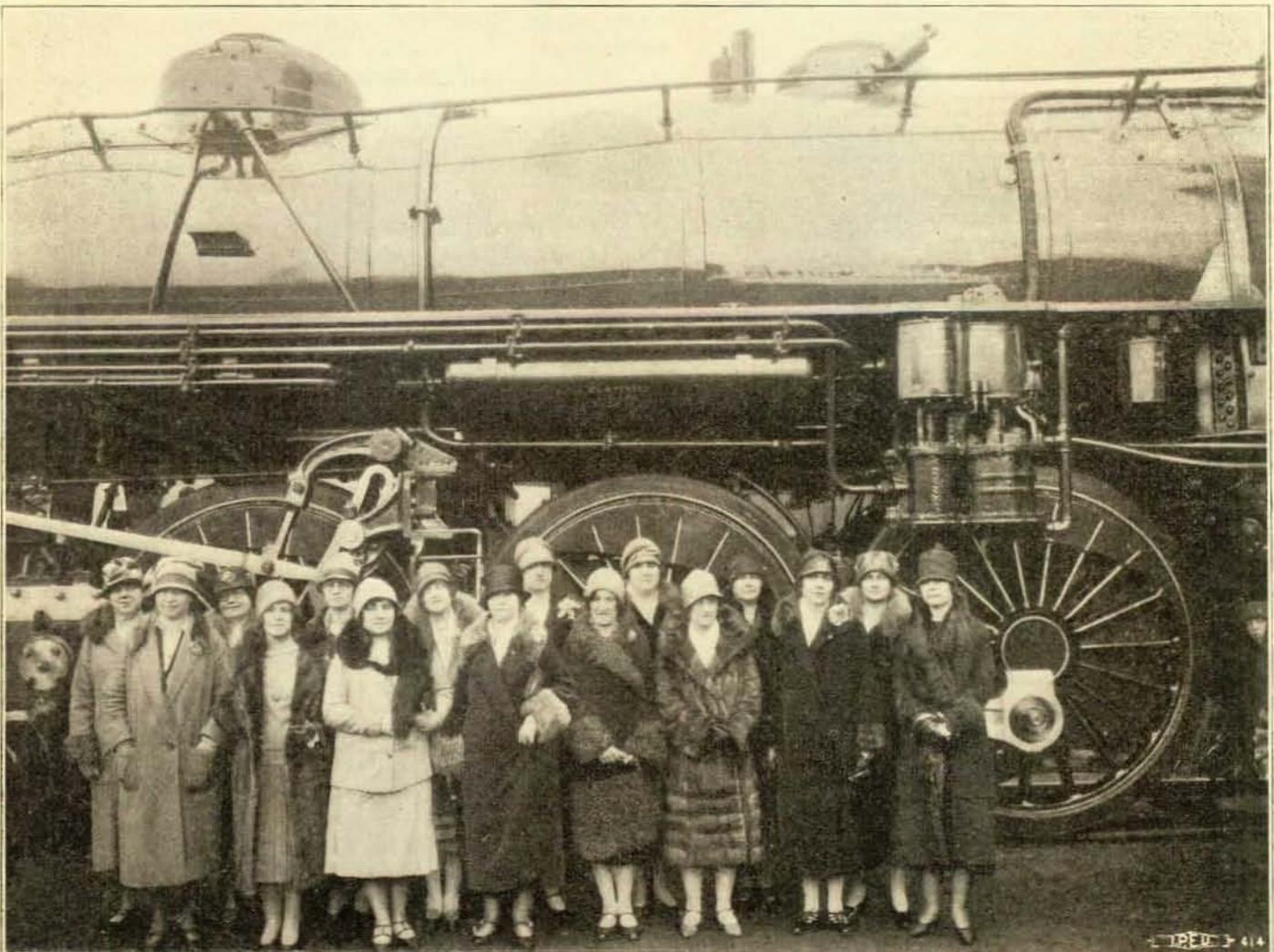
The product per employee-hour was 17 per cent greater in 1927 than in 1920. Increased productivity in freight service was even more marked, according to him.

The need for adequate income is the major problem confronting railroad management, Professor Cunningham said. He commended labor for its moderation and management, for its closer conception of obligation to society, as in efforts to stabilize employment.

"The desirable state of affairs is to have the owners and managers look upon profits as legitimate only after labor has had its reasonably fair share, and to have employees in their efforts to improve their earning power stop short of demanding more than a reasonable share," Professor Cunningham said in closing.

E. C. Davison, secretary-treasurer of the International Association of Machinists,

(Continued on page 104)



DELEGATES TO THE B. AND O. SHOP CONFERENCE USE THE B. AND O. ROAD.



# Beneficiaries in Fraternal Orders Are Widened

THE following communication has been prepared by Secretary G. N. Bugniet, and sent to the proper parties:

To All Members and Local Lodges of the Electrical Workers' Benefit Association:

For many years we have endeavored to have Congress amend the laws governing beneficiaries of members of fraternal organizations.

We have finally succeeded in having the law amended so that it has extended the limitations of beneficiaries that can be legally named, and we are quoting below the amendment to the constitution of the Electrical Workers' Benefit Association, which is in conformity with the laws as adopted by the Congress of the United States.

Therefore, members who did not have legal beneficiaries they could name in accordance with our past laws can now name beneficiaries under the new limitations, and benefit certificates will be issued them.

We are also quoting the amendments adopted at the special meeting that took care of this question.

## (By-Law VII, Section 1 as amended)

Section 1. Every member of the Association shall have the right to name the person or persons, including his estate, who are to be his beneficiary or beneficiaries under the death benefit system of the Association; provided, that said beneficiaries shall be confined to the families, heirs, blood relatives, affianced husband, affianced wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, step-father, step-mother, step-children, step-brothers, step-sisters, children or parents by legal adoption, the member's estate, a charitable, benevolent, educational or eleemosynary institution, or to persons dependent upon the member or upon whom the member is dependent. Every member shall have the privilege of changing his beneficiary within the limitations expressed in this By-Law VII. Upon the failure of any member to name an original beneficiary or to name a new beneficiary after the death or inability of one previously named to accept the return, the said death benefit shall be payable to the person or persons who are entitled to take the personal property of the deceased member in accordance with the laws of the domicile of such deceased member governing the distribution of personal property in case of intestacy. The relationship to the member of the beneficiary named by him shall be stated by him and set out in the benefit certificate. If any member shall name a beneficiary who does not bear to him the true relationship stated by him and appearing in his benefit certificate and who does not fall within the classes of persons permitted by this By-Law VII to be named as beneficiary, the Association, upon discovery and actual communication to the Supreme Lodge of the falsity of said statement of relationship before it has paid said benefit, shall pay the benefit to the person or persons who are entitled to take the personal property of the deceased member in accordance with the laws of the domicile of such deceased member governing the distribution of personal property in case of intestacy. The relationship to the member of the beneficiary named by him shall be stated by him and set out in the benefit certificate. If any member shall name a beneficiary who does not bear to him the true relationship stated by him and appearing in his benefit

certificate and who does not fall within the classes of persons permitted by this By-Law VII to be named as beneficiary, the Association, upon discovery and actual communication to the Supreme Lodge of the falsity of said statement of relationship before it has paid said benefit, shall pay the benefit to the person or persons who are entitled to take the personal property of the deceased member in accordance with the laws of the domicile of such member governing the distribution of personal property in case of intestacy; and if said falsity of statement of relationship is not discovered and actually communicated to and received by the Supreme Lodge until after the payment by the Association to the beneficiary so named, the Association shall not be under any obligation again to pay said benefit to any other person.

This section being an amendment of original Section 1, of By-Law VII and having been adopted on this 29th day of January,

## Trade Unions Develop Workers

The trade union movement means more than high wages, short hours and improved working conditions. It means intellectual development of the workers. It means uncontrolled wage earners who carry this independence from the shop, mill and mine into the affairs of everyday life.

And herein lies the major reason for opposition to organized labor.

The trade unionist is interested in other things than shop conditions. Every economic, political, and social question attracts him.

His collective voice is heard in education, finance, industry, agriculture, and transportation. He insists that the heritage of free press, speech and assemblage be assured.

He creates new public opinion by his constructive statesmanship, by his exposure of wrong and by his insistence on just relations between men.

He demands that democracy function.

This type of worker is not favored by anti-union employers, anti-union newspapers, anti-union business men, anti-union financiers and their political agents.

These elements want "contented" workers. They want men who are thankful for their jobs, who will permit others to do their thinking, form their opinions and tell them how to vote.

This is why these elements believe in organization for their kind, but deny it to the wage-earners. They look upon organization as a protection to their control over unorganized, while a trade union is a challenge to this power.

The stand-patism of these elements is historic. They never move until they are compelled to.

Trade unionism is a challenge to autocracy and sham.

Trade unionism has established the first element of democracy in industry.

In the non-union shop the employer has absolute. In the union shop the worker has a voice in working conditions. As a citizen he is likewise independent. Collectively, he is the greatest factor in freedom's cause.

The British statesman correctly declared: "Trade unions are the bulwark of modern democracies."

Agitate! Educate! Organize!

—Issued by American Federation of Labor.

1929, shall operate retroactively in the following manner, that is to say: Every benefit certificate which was issued before this 29th day of January, 1929, in which any member of the Association has named as his beneficiary his estate or any person or persons who were not within the class of persons designated in the original Section 1 of By-Law VII, but who fall within the class of persons set forth and described in this amended Section 1 of By-Law VII shall be valid as to the designation of beneficiary except as to such certificates heretofore issued to members who died before the adoption of this amended section.

## (New Section 3 of By-Law VII)

Section 3. The designation of a beneficiary, whether an original designation or a new designation shall become effective, provided the same shall be a valid designation under this By-Law VII from midnight on the day that such designation is actually received at the home office of the Association in Washington, D. C., or, if forwarded by mail, and the postmark clearly indicates a place and date of mailing such designation shall become effective if subsequently found to be valid, from midnight from the day when such designation was mailed.

## Death Claims Paid From January 1, 1929, Including January 31, 1929

Local	Name	Amount
I.O.	H. E. Swannstrom.....	\$1,000.00
358	Benjamin Coddington.....	1,000.00
151	Thomas Murray.....	1,000.00
214	George Jordal.....	1,000.00
134	W. J. Ryan.....	1,000.00
26	J. L. Spitzer.....	1,000.00
150	F. G. Fuhrman.....	1,000.00
134	John Noonan.....	1,000.00
134	W. R. Grannon.....	1,000.00
70	J. D. Sanders, Jr. (Bal.).....	500.00
140	Henry Shannon.....	1,000.00
151	D. J. Carbery.....	1,000.00
83	Ernest Powelson.....	1,000.00
9	George H. Foltz.....	1,000.00
276	George Armstrong.....	825.00
3	G. G. Miller.....	1,000.00
9	J. L. Murphy.....	1,000.00
I.O.	F. L. Kendall.....	1,000.00
701	O. H. Owen.....	1,000.00
58	J. C. Hannon.....	1,000.00
104	M. J. Scanlon.....	1,000.00
3	W. J. Lotz.....	300.00
18	John Goodwick.....	1,000.00
103	O. Hamlin.....	1,000.00
101	L. T. Barker.....	1,000.00
3	George McDonald.....	1,000.00
134	W. A. Werner.....	475.00
5	C. S. Glatz.....	1,000.00
195	Jos. Holick.....	1,000.00
Total.....		\$27,100.00
Total claims paid from Jan. 1, 1929, including Jan. 31, 1929.....		\$27,100.00
Total claims previously paid.....		1,505,723.60
Total claims paid.....		\$1,532,823.60

Laborers must be recognized as being entitled to as much consideration as employers, and their rights must be equally safeguarded. —Commission on the Church and Social Service, Federal Council of the Churches of Christ in America.

Study the Family Insurance Plan originated by the Union Cooperative Insurance Association described in this number.



# Insurance for Electrical Workers' Families

## PASSES HUNDRED THOUSAND MARK

**Age limits—1 to 50 years.**

**Issued in units of \$250.00.**

**Limit of insurance for any one person:**

**Ages 1-5, inclusive—\$250.00.**

**Ages 6-50, inclusive—\$500.00.**

**Cost per unit:**

**If paid annually, \$3.60.**

**Semi-annually, \$1.80.**

**Quarterly, 90 cents.**

**Monthly, 30 cents or "Penny a Day."**

\* \* \*

The I. O. reports with great satisfaction that the low-cost family group insurance offered to the families of members has passed the hundred thousand mark during the past month.

### Another Family of Five Comes in

Last month we reported several large families insured, and since that time another family of five members has been added—this one from Mason City, Iowa.

Constantly they are coming in by twos, threes and fours.

### Members Themselves Not Eligible

Some of the members, realizing the advantage of low cost insurance, have made application for themselves, or have inquired if they were also eligible.

This particular kind of insurance is available **only** for the members of the families, and not for the Electrical Workers themselves.

There are many other kinds of life insurance offered by the Union Cooperative which can be obtained by the members themselves. The most popular kinds are the Straight Life, Twenty Payment Life, and Twenty Year Endowment; and the new Special Dollar Policy bids fair to be very popular.

Information as to the various kinds of insurance is gladly given to all inquirers.

**This Insurance Does Not Depend on Continuous Membership of the Electrical Worker.**

We have had many requests for information as to whether the Electrical Workers' Family Insurance would be dependent on the membership of the Electrical Worker through whom the insurance was obtained.

It is true that it can be obtained **only** through a member, but **once in force, it is not dependent in any way on continuance of membership in the I. B. E. W.**

### Conversion Privilege

Where it is desired to change from this Electrical Workers' Family Policy to one of the individual policies carrying cash and loan values and other benefits not included in the low cost group policy, this conversion privilege is granted without the necessity of a physical examination.

### A Certificate Goes to Each Person Insured

The policy contract entered into by the Brotherhood is dated October 15, 1928.

Certificates to persons insured under this policy will be dated the first or fifteenth of the month in which they are issued, according to the date of approval of the application by the Union Cooperative Insurance Association.

For example, if your application is approved on any date between the eighth and twenty-second, inclusive, of any month, the certificate will be dated the fifteenth of that month. If the application is approved on any date between the twenty-third of one month and seventh of the following month, inclusive, the certificate will be dated the first of the month.

Receipts issued for premium payments will show the date when the next premium payment is due. No additional premium notices will be sent.

### The Plan is Simple

The procedure is for you to sign the application form which is carried in each issue of the Electrical Workers' Journal and mail it direct to the **International Brotherhood of Electrical Workers**, Washington, D. C. Additional application forms for other members of the family will be mailed on request, or can be obtained from the local secretaries, as supplies have recently been sent them.

Money orders or checks payable to the International Brotherhood of Electrical Workers should accompany the application.

### How You Pay

If possible the annual premium of \$3.60 for each \$250.00 of insurance desired should be enclosed with the application to avoid delay in issuing the insurance. The payment should be made by money order or check, as noted above, and cash should not be sent unless the letter is registered. On receipt of the application and money, the matter of issuing the certificates will be taken up as rapidly as possible. In case it is found necessary to reject the application, the money will immediately be returned to the applicant.

Where it is impossible for the applicant to pay the full annual premium in advance, the premium payment will be accepted on the semi-annual, quarterly, or even the monthly plan, but it is strongly urged that the premium be paid annually in advance. If two units, or \$500.00, of insurance are desired, merely double the amount of the remittance, sending \$7.20 to pay for \$500.00 of insurance for one year.



(See Reverse Side for Cost and Age Limits)

## APPLICATION FOR INSURANCE

# ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,  
Washington, D. C.

I certify that I am the \_\_\_\_\_ of \_\_\_\_\_ a member  
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No. \_\_\_\_\_, and I hereby apply for \_\_\_\_\_

units or \$ \_\_\_\_\_ life insurance, and will pay \$ \_\_\_\_\_ each \_\_\_\_\_  
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and no deformity, except \_\_\_\_\_

(State any exceptions)

Date of Birth \_\_\_\_\_ Occupation \_\_\_\_\_ Race \_\_\_\_\_  
(Month-Day-Year)

Birthplace \_\_\_\_\_ Sex \_\_\_\_\_

Beneficiary \_\_\_\_\_ Relationship \_\_\_\_\_  
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary \_\_\_\_\_

My name is \_\_\_\_\_  
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is \_\_\_\_\_  
(Street and number—City and State)

Date \_\_\_\_\_ (Signature in full)

Fill in this applicatoin and send to the International Brotherhood of Electrical Workers, Washington, D. C., with check or money order for the first year's premium.

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

QUESTIONS ON BACK HEREOF TO BE ANSWERED IF APPLICANT IS A MINOR

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)

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## SUPPLEMENTAL QUESTIONS

Additional Information to be Furnished if Applicant is a Minor.

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

**NOTE: Age limits, 1 to 50 years.**

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

**Cost per unit:**

If paid annually, \$3.60.

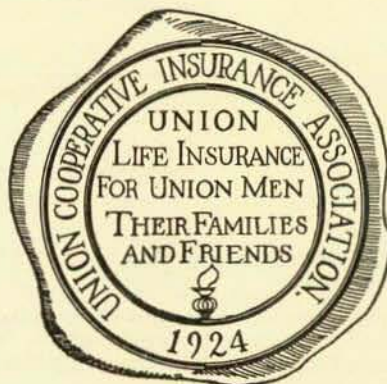
Semi-annually, \$1.80.

Quarterly, 90 cents.

Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to  
**INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS**  
 G. M. Bugniazet  
 and Send with Application to the International Brotherhood of  
 Electrical Workers, Washington, D. C.





# HE WHO BUILDS, ALSO OWNS





# JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted  
to the  
Cause



of  
Organized  
Labor

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No. 2

## Beneath the Surface

L. K. Comstock's eloquent endorsement of co-operation in the building trades appearing in this number is founded on experience in the electrical construction industry. Mr. Comstock, as a big employer, and, as chairman of the National Council on Industrial Relations for the Electrical Construction Industry, has found his idealistic faith in men backed by hard-headed practice. But what is happening in behalf of co-operation in the electrical construction field is happening all over the world. And it is happening not merely because men's hearts and minds have suddenly changed, but because certain conditions have arisen which make co-operation between labor and capital easier—and what is more important—necessary.

It was put this way, the other day, when 250,000 Swedish workers signed an agreement with employers on a national scale: "If rationalization is to be properly organized, close co-operation between both parties is absolutely essential." In short, if industry is to proceed upon the course it has elected—upon scientific management and upon mass production, and wholesale distribution—it is easier for labor and capital to get along than to quarrel. The stake is so great that both sides will make concessions that industry may go along. The industrial machinery is so delicately balanced, so intricately organized, with all parts so interlocked and interdependent, with competition so great from other nations, that labor and capital bury their minor difference for the sake of the on-going course of production. This does not mean the old class antagonisms are not present, and at work, ready to flare out again. It means that success, progress, prosperity, even national existence, depend on industrial peace.

Another aspect of modern industry has a bearing on this question of co-operation. Now more than ever management and ownership have become divorced and management has taken a firmer grip on the control of the practical details of production. Owen Young said the other day: "We have developed managers of business, chairmen and presidents, and vast executive organizations. They alone know the business. They must be held responsible not only for its material but its moral conduct." Moral conduct, of course, includes the concept of industrial democracy, or should. Labor's great drive in the present decade is to be directed to the important job of getting management to recognize its moral responsibility for the conduct of industry. Signs that management is awakening were indicated last month by Morris L. Cooke's elo-

## The Journal of Electrical Workers and Operators

quent contention that engineers should advance the cause of voluntary organizations in industry.

We do not find labor concerned so much about ownership of industry, because ownership is not so important today as management. The emphasis has changed. The job now is to win management to a knowledge of the technological value, the cultural and moral value of labor unions to industry—and to the nation.

## Skyscraper Business

The "Index," house organ of the New York Trust Company, for January contains an informative article entitled "The Skyscraper Industry." This is one of the few writings we have seen, which attempt to get the facts in the important but little known building industry. "The building of skyscrapers is today becoming a highly specialized industry dealing with a commodity which is projected, produced and sold much like any other product in a competitive market," we are informed. "Many skyscrapers are conceived by a promoter—usually either a construction company or real estate firm—who completes the structure on schedule, sells it at a profit and turns immediately to the site, financing, erection and sale of another and probably more elaborate structure."

How large building companies are writing "limit of cost" contracts, under which specifications are carried out within certain designated limits of cost, and how time schedules are worked out by contractors so that the erection of the skyscraper is almost by stop-watch, in order that interest charges on non-productive, half-finished buildings, will not accrue, are a part of this interesting record.

Office buildings, we are told, have a life of only 35 years, with an annual depreciation of 3.2 per cent. The American people, it seems, erect their skyscrapers as they buy hats and automobiles, for style reasons. "Changing public taste," is cited as a primary reason for the short life of the building. Nevertheless, the "Index" believes the skyscraper industry has come to stay, and will expand with changing needs of our dynamic cities.

## Dynamic, Brilliant Age

We mortals fume and fret. We chafe our spirit with struggle; we go through battles only to find the victory hollow and cheap. Witness the present conflict over water power in this country, inspired, we believe, because water power is associated in the popular mind with cheap power. And now comes an inventor with sweeping claims for a simple electrical machine which will enable a whole house or office to be lighted from a tiny battery and six lamps to be burned at the cost of one. This inventor—William Harrison, an Englishman—asserts that he has discovered how to transfer low-tension battery power into high tension current on a large scale. He is prepared to revolutionize industry. He will make electrical power so cheap that all our present agencies of production will be just so many has-beens. Of course, we are not vouching for this invention. The news comes to us through a creditable source, the United Press. The point is that we live in a dynamic and brilliant age, when the discovery and utilization of nature's hidden forces is likely at any time to make Rip Van Winkles of us all.



### Prosperity Reserve— Stable Money

As an interesting aftermath of the Brewster proposal, made in the name of President-elect Hoover for a means of sustaining consumer purchasing power, in time of depressions, is the controversy between Brewster and Edward Kemmerer, international aid to ailing governments. Kemmerer is president of the Stable Money Association. His organization thinks that Brewster has leaned too heavily on his theory that a government reserve raised at the proper time and used at the proper time can short-circuit depressions. Kemmerer believes that the trouble with our economy is more fundamental, and needs a more radical remedy. This more fundamental remedy is "a stable price level" or a dollar that will not fluctuate in value.

Well, when doctors fall out what is the poor patient to do? It seems to him—the unemployed victim of business depression—that the stabilized dollar might be an excellent way to prevent depressions, and then, if they should come, the Brewster plan for ameliorating them might also work excellently. The point is, something must be done about unemployment. Foster and Catchings, from whom Brewster has borrowed, have done much to make persons want to do something about it. The blight of inertia lies heavily on American business and industry in regard to fundamental changes largely because a false economy has been followed.

### Who Opposes the Five-Day Week?

Contractors in the building industry, who are opposing the introduction of the five-day week, are putting themselves in the unenviable position of opposing progress. To be sure, most of the opposition is coming from disguised anti-union sources. These anti-union contractors, rallied by such an outsider as Noel Sargent, manager of the industrial relations department of the National Manufacturers' Association, see the moral and social leadership of industry passing to the union contractors and to union labor. Open Shop Bulletin No. 25 of the National Manufacturers' Association admits that open shop building has steadily fallen off since it reached its high point in 1924. At that time, by dint of whipping up all kinds of manufactured opposition to unions amidst a serious business depression, the open shopper could do only 40 per cent of the nation's construction. In 1926 it had fallen to 31 per cent and in 1927 to 29 per cent. We believe that open shop construction has fallen still lower, and is confined to only a few cities.

These anti-union opponents of the five-day week are, of course, making an appeal to prejudice and passion. They are putting themselves in an untenable position. Five years ago, when the president's committee on unemployment recommended all-year-around construction, there was little opposition to the plan. At that time the president's committee found that of a "total of 27 trades an average of 31 per cent of the possible effective working time was found to be lost." In other words, the average work year for the building trades was 217 days. It is true that all-year-round building has lifted this average possible to 230 or 235 days a year. But this is not a proper working year, and only the five-day week can make it a proper work year by scientifically spacing of work time.

Building will thus be stabilized, and men and employers can

hazard their time, skill, judgment and money on stabilized conditions. And what stabilizes construction stabilizes also general economic conditions.

The argument that the cost of the five-day week is to be great can well be answered. Take the water out of building finance and more than the amount of increased wage bill due to five-day week will be saved.

### Cost of Wiring

Our contemporary, the Electrical World, has opened a campaign for better and heavier wiring.

It declares: "Above it (every consideration) and beyond it all stands the inescapable fact that if the industry is to overcome the present inadequacy of house wiring and bring about the complete equipment of the home and full use of electric service it must sell to America the idea of spending more money for wiring and not less. And the first step toward that is for electrical men to overcome their own tradition that house wiring is principally for light and only secondarily for appliances and that installation must be inexpensive in order to be sold. The idea has held back progress long enough. The need now is to get enough copper in the house, with a corresponding increase in fuse protection, to permit a family to use plenty of appliances and larger ones, anywhere, at any time, without risk of blowing fuses or overloading circuits. The public interest will be more concerned with more and heavier wiring than with cheaper wiring."

With this point of view, we find ourselves in agreement. We believe that we can honestly and conservatively set up the following formula: High wiring standards everywhere have been set up and safeguarded only through one force, the organization of the electrical craft.

### Scientific Management and War

President Coolidge reminded the nation in his last public address that our public debt was still 17 billion dollars—most of which was incurred by the great war. General Frank T. Hines, of the Veterans Bureau, told Congress that 54,000 men in the United States were mental and nervous invalids as a result of war service. Not long ago one of these ran amuck and shot three people. Our debt and our human wrecks are war casualties that we are inclined to forget. Just as we are inclined to forget other terrible war consequences. One reason we are inclined to forget the cost and remember the glory is that there is a group of citizens who want us to do that very thing. They go up and down the country crying, "War is inevitable. Prepare. Prepare." One high government official said to us the other day. "No one would want more guns, arsenals, ships and forts, if someone wasn't making money out of these things." The idea of the inevitability of war is like the idea of the inevitability of class war. Much has been done in industry to ameliorate the causes and aggravated conditions that breed class war. Much can be done to ameliorate the causes and aggravate conditions that produce international strife. There is no human problem that will not yield to the white light of intelligence, provided the will and spirit are there to make it yield. War is a curse to all men, but it is a black curse to working men and women, who fight and then pay the bills.





# WOMAN'S WORK



## Pigeons Are My Hobby *By SALLY LUNN*

**I**N this machine age when city life and work puts such a strain on the nerves, everyone ought to have some engrossing interest outside of the job, if only for relaxation, preferably something that will take him out doors. Well, some people find it in golf or gardening, but my hobby is pigeons. I can't think of anything much more restful than sitting on a bench, on a summer afternoon, watching the birds in their fly. With a murmurous, musical coo, the cocks strut up and down, spreading their tails, fluttering their wings, fluffing out their feathers, while the hens stand demurely by, enjoying the performance that is being constantly staged for their benefit. And in the early morning, what is more delightful than to see the birds crowding into their bath pans, seeming to float a moment on the surface of the water, like huge white pond lilies, before the lusty splashing scatters glistening drops over the grass. And for a thrill—the swift-winged homer, rushing gallantly home at the end of a hundred mile flight! Yes, pigeons are a very satisfactory hobby.

And not content with giving the owner pleasure, the pigeons will pay their own way with delicious, tender squabs, the finest of all foods.

Doctors recommend squabs as food for sufferers in certain illnesses, but only wealthy people can afford to pay the market price for them. However, anyone who has a little space for a coop and fly can raise his own squabs, with very little work. One member of my family has ulcers of the stomach, another is anemic, but both are recovering rapidly, thanks to the squabs on the menu once or twice a week. So if anyone in your family has been advised by the doctor to eat squabs, it will be well worth while to get a few pairs of pigeons and breed your own, for squabs are invaluable for invalids.

I believe pigeons are the very easiest kind of livestock to take care of. They are much less trouble than chickens. Each pair of birds lays two eggs, broods them, the cock and hen taking turns on the nest, hatches the squabs and then feeds them until the young birds are ready to leave the nest, at about four weeks old. This is the time to eat the squabs, when they have reached full growth but before they have exercised away their delicious baby fat. All the owner of the pigeons has to do is to give the birds fresh, clean grain and water twice a day, keep a box filled with specially prepared pigeon grit, and prepare the squabs when they are ready to eat. A general inspection in the morning and evening will show you whether the birds are all in their nests and everything is as it should be. So people who work during the day will find it perfectly practicable to raise pigeons.

### Return in Birds Generous

As for returns, the birds work almost equally well, winter and summer. During the moulting season, in the fall, some pairs take a short vacation, while others work

right along. Our best pairs raise 20 squabs in a year, each squab weighing a pound or better when ready to eat.

If you start out with two or three pairs of good breeders, as we did, and save the most promising youngsters, you will soon have a flock that will give you all the squabs you can eat, and a few to sell, if you wish. Squabs sell from 50 cents to \$1 a pound, the private trade naturally paying a higher price than the markets, and the winter price being higher than the summer.

There are many breeds of pigeons. There are the fancy varieties, crested, ruffled, frilled, with distinctively marked feathers—beautiful little birds and fine for pets, but not so fine for breeding. The utility breeds are not so showy but very handsome all the same, with their smooth, glossy feathers, and glittering iridescence at the neck. Two popular breeds of utility pigeons are the Carneau and the White Kings. These are big "blocky" birds, with a deep, heavy breast. Carneau are bred in several colors, white, black, yellow and brick red and are fine breeders, but we prefer the snowy white of the King, with his bright red feet, red eye cere and red beak frosted with white; the King is also a rapid breeder. Homers have their merits, too. They breed plentifully. Many cities have racing homer clubs with members enthusiastic about this sport. Birds are shipped to some distance, released all together, and race home, while owners anxiously wait at the lofts for the winning bird. Once Homers have been trained to come home, their instinct is unerring. In a single day they will race home from a point 500 miles away. The army and navy maintain training lofts for these flyers; neither airplanes nor wireless have replaced the Homer in war time. Homers will give you fine, plump squabs, but they will not be as large as those of Kings or Carneau.

### Wear Own Records

When buying breeders, look for the seamless aluminum band on the leg. This is slipped on over the foot when the squab is a week old, and therefore is a permanent record of the bird since it cannot be changed after the bird is grown. On this is stamped the year, and a number through

which the breeder may be identified. Another, larger band, with a plainly visible number, is clipped on when the bird is mated. The cock wears his mating band on the right leg, the hen on the left, both having the same number. Thus we speak of the "10 pair" or the "26 pair" to identify the birds. Once a pair has been mated, they remain true to each other for life, unless the one of the birds dies, or the owner decides the mating is not satisfactory and separates the birds for a week or two, when they can be remated. When starting a flock, it is best to buy at least two or three pairs, and a reputable breeder will promise to exchange birds for you in case the first pairs he sells you do not breed well. Don't pay any attention to talk of "show birds" unless you actually mean to show them. The high priced show bird is not necessarily a good breeder.

Pigeons will begin to breed at the age of about six months, and may keep on working for 10 or 12 years. Flocks do not wear out quickly and have to be replaced every year or two, as chickens do. But when mating the offspring of the original pairs, do not mate brother and sister, as this will weaken the breed.

The loft and fly are simple and easy to construct. The fly is bounded by poles eight feet tall, covered on sides and over the top with wire netting. Boards, six inches wide are used for landing platforms inside the fly, running around the edge on three sides, two or three feet from the top. Another platform leads to the entrance to the coop, a hole about one foot square.

The nests are in tiers, solidly filling the walls of the coop. Each nest should be about a foot square and 15 inches deep. Each pair should properly have two nests, so that while there are squabs in one, the hen may have peace and quiet to lay a pair of eggs in the other. A vertical strip, two inches high, keeps the eggs or squabs from rolling out of the nests. A landing platform is provided along each row of nests but this is bisected by the partitions between nests of neighboring pairs, so the birds cannot strut along the walk and annoy their neighbors.

### Keep Water Clean

There are many types of water fountains, but it is best to use a fountain protected by an overhang, to keep the water clean. Water, and a box of pigeon grit are kept before the birds at all times, and are very necessary to their health, but feed should not be allowed to stand around and get dirty. Morning and night we give our birds feed in a wooden trough; and if they don't clean it up in 20 minutes we take the rest away and cut down on the rations next time. It is a fine sight to see the hungry birds hurrying out from perches and nests, pouring like a white-winged waterfall down to the feed trough.

There are good mixed pigeon feeds on the

(Continued on page 105)

### Local No. 732 to Organize Auxiliary

We are very happy to learn, through Press Secretary Anthony J. Offerle of L. U. No. 732, Fort Wayne, Ind., that his local is co-operating with the wives and mothers of its members to organize a woman's auxiliary. Indications are that interest in auxiliaries is gaining rapidly, to the great benefit and pleasure of both the menfolk and the women. We hope to hear of many more such groups being organized, soon.



# Spring Forecasts Favor Cotton Clothes for Indoors and Out



Trim smocks make housework a pleasure. Above-one made of printed cambric and double breasted and another, at left, in a plain color, featuring inverted pleats in the back.

An ingenious combination of plaid and plain qingham is used for the cardigan suit—above—a smart costume for the schoolgirl.



Courtesy  
COTTON TEXTILE INST.

Pennell  
Crook

For general wear—becoming frock for the mature woman, with white collar and jabot and two tiered skirt. Printed cotton fabric.

You don't need to play tennis—tennis ensembles will go everywhere this spring. The coat is printed pique and the smart sleeveless dress is of white pique.



# EVERYDAY SCIENCE

## High Speed Vision

Neon, one of the rare gases of the atmosphere, a by-product of the separation of oxygen and argon from air by liquefaction, first found a use in the neon signs which are rapidly coming into use. But in addition to replacing the older types of electric signs, the neon tube lamp has made possible an interesting machine for studying high speed motion.

The neon lamp is capable of being illuminated to its full brilliancy and extinguished almost completely in a time interval that is measured in millionths of a second. A rotating object, illuminated by flashes of such a duration and timed to occur exactly in step with the rotation, will appear stationary or moving at a very slow rate of speed. This phenomenon is often noticed in motion pictures when the wheels of a moving automobile appear to stop for an instant, or even to be turning backwards. The neon lamp has made possible the application of this principle of the "stroboscope" to even the most rapidly rotating machines. One form, called the "stroborama," is of such high illuminating power (1,000 c. p.) that it permits an entire machine to be viewed at once in any of its parts without shadows and under conditions approaching normal daylight, so that the relative motions of the various parts may be studied under actual operating conditions. Another type developed by one of the large electrical companies is specifically designed for studying the "lag and lead" characteristics of electrical machinery.

These machines are now successfully used in mechanical industries, hydraulics, aerodynamics, physics, etc. Their applications are numberless. They can be applied wherever fast periodic motion occurs. Among such motions which have been studied with profit are the operations of the various parts of gasoline engines, especially the action of valves and breaker cams, the flexions of crank-shafts and connecting rods, the surges of electrical machinery, slip in the spindles of spinning frames, and vibrations induced in structures by rotating machinery.

## The Telephone in Radio Broadcasting

Nationwide radio broadcasting depends very largely upon the telephone and its equipment for success. Electric current from the studio microphone is first amplified and then transmitted by local and long distance telephone lines connected directly to broadcasting stations located in different parts of the country, from which points it is put out on the air. By this system it is possible for listeners to hear with equal clearness in any part of the country, no matter where the original broadcast may be located.

The studio from which the broadcast is made may be located at any convenient point without reference to the broadcasting apparatus. A special telephone circuit furnished by the telephone company carries the program from the studio to the radio transmitting apparatus. Many miles of such telephone circuit are linked up to tie in as many broadcasting stations as may desire the particular broadcast.

This special equipment is much more elaborate than that which is used for ordinary telephone messages, and is applied to cir-

cuits which in large part are especially built up for broadcasting. Special care is taken in the operation of the circuit selected for broadcasting because the transmission requirements are much more severe than in the case of message circuits. A much wider band of frequencies or pitches must be transmitted efficiently including both the low and high ranges which are encountered in orchestral music. All noise and interference on the circuit must be kept down to a minimum; much lower than is necessary for satisfactory voice communication.

Especially trained men are kept on inspection work on these circuits, and paralleling each circuit is a telegraph wire, by means of which the difficulties or breakdowns are checked up and corrected. If a line should fail during a broadcast, another pair of wires is immediately assigned and the work transferred to that line. Every morning each circuit which may be used in broadcasting during the day is thoroughly checked up before the work begins, and trained men are kept on every repeater point during the testing and broadcasting to assist in measuring and maintaining the circuits, all acting under central supervision. The necessity for this supervision was proven during the Democratic National Convention of 1924, when a storm which destroyed a circuit necessitated the "building up" of a new line 1,400 miles in length to traverse a direct distance of only 200 miles.

The "Red Network" uses approximately 9,000 miles of program circuit in addition to thousands of miles of telegraph circuits. The "Purple Network" has 3,500 miles, and the "Pacific Coast Network" 1,700 miles. During the Tunney-Dempsey fight, 14,200 miles of telephone circuit were used, and at the introduction of a new automobile, recently, over 20,000 miles were used, which to date represents the "peak."

## Long Distance Transmission of Gas

Up to the present time, the manufactured gas industry has been obliged to restrict its operations to the larger cities and towns, where distribution can be made from central points to comparatively near and thickly settled communities.

In the natural gas field, the conditions are reversed. Supplies of natural gas under high pressure, running as high as 400 pounds per square inch, rarely occur near congested centers and must be transported in long pipe lines to points of use, an example of this being the recent construction of a 22-inch pipe line from Amarillo, Texas, to Denver, Colo.

The relatively high cost of investment in a manufactured gas plant precludes the establishment of plants in small or scattered communities, but gas men believe that the future progress of distribution will be such that it will be possible to serve many small and scattered communities in much the same way, and just as successfully, as has been done in the distribution of electrical energy, which now takes in practically every community in the United States.

The general idea is that large, economical gas generating plants, located at strategic points—either on seaboard where coal may be brought by water, or at points near

mines—can be built and operated so as to recover and sell advantageously all the valuable by-products contained in the coal. The gas will then be pumped, at pressures ranging from 100 to 200 lbs., to holders in the communities to be served. It is expected that such a system will result in considerably reduced investment necessary to serve a particular customer, and because of the resulting economies in the manufacture of gas and sale of by-products, it will be possible to reduce the cost of gas fuel to a point where it will become much more generally used for industrial purposes, househeating, housecooling, refrigeration, incineration, etc., than is possible at present.

## Electric Shovel Lifts 24 Tons 100 Feet

The most powerful power shovel in the world is now being built and will be operated by electricity in an Illinois coal mine. This particular mine is the "open pit" variety where the seam of coal lies a comparatively short distance below the surface. This surface must first be stripped off, and the coal scooped up and loaded directly into cars for transportation.

One scoop of dirt by this huge shovel contains 24 tons and would fill a trench 1 foot deep, 6 feet wide and 68 feet long. Enough material can be held in the dipper at one time to fill 8 large trucks, while enough coal could be picked up to heat a big house for a whole year.

The shovel will be fitted with a boom 120 feet long and the dipper stick will be 82 feet long. This will enable the shovel to lift material to a height of almost 100 feet and to reach out 150 feet on either side—or a circle of 100 yards in diameter—without moving. This huge machine will be controlled by one man and an oiler. Power will be furnished through a trailing cable, and it is expected that the use of this shovel will increase the amount of coal which can be mined by this method from five to ten times.

## New York City Greatest User of Electricity

More electricity is generated and used in New York City than in any other city in the world. With the exception of an emergency connection with hydro-electric plants located up-state, for use in case of excess demand or sudden emergency only, all of this vast amount of current is generated by steam.

As a comparison, approximately 1,500,000 h. p. is now developed at Niagara Falls, and no more can be developed except by a change in the existing treaty. Advocates of government ownership are urging the construction of a high dam on the Colorado River at Boulder Canyon, which will have a generating capacity of 1,000,000 h. p. and which it is expected will develop approximately 550,000 h. p. under actual operating conditions. It is proposed that this supply will be largely used in the Los Angeles district where the present requirements total only 750,000 h. p. and where ample provision has been made for the expected growth for the next 10 years without any current from Boulder Dam. Muscle Shoals is expected to have an ultimate capacity of 1,000,000 h. p. although during 1926, at a time of low water, only a sufficient amount of water was available to generate 15,000 h. p.



# CONSTRUCTIVE HINTS

## DISCONNECTING SWITCH

### TYPE LG-19 G. E.

#### Facts to Remember

1. This switch, designed for outdoor service is operated under unusually severe conditions and therefore should be given intelligent care.

2. The line should not be "dead ended" through the eye bolts near the switch terminals. The line should always be "dead ended" by using strain insulators.

3. The channel bases should be rigidly fastened in place, properly spaced and kept aligned.

4. Where more than one switch unit is used the connecting mechanism should be adjusted so that all blades make and break contact simultaneously.

5. The contacts should be frequently inspected, adjusted and renewed if pitted or burned.

### Throwover Switch—Type LD-31 G. E.

The Type LD-31 Throwover Switch is used in stations where it is necessary to have the emergency station lighting system connected to a source of supply if the main source should fail.

#### Operation

An undervoltage device is part of the equipment and the whole is usually shipped mounted on the panel. The apparatus is connected and operated in the following manner:

The lighting circuit is connected to the center studs of the double-throw switch, the lower studs are connected to the normal source of supply and the upper studs to an emergency source. The switch is closed manually in the lower clips against the action of springs and is held in this position by a latch. An undervoltage device with series resistance, when necessary, is connected across the lower clips. It functions to trip the latch and thus permit the springs to throw the switch into the upper clips when the voltage of the normal supply source fails. An auxiliary circuit-closing switch is included to indicate, by ringing a bell or lighting a lamp, that the main switch is on emergency circuit.

#### Adjustments

In order that the switches may make proper contact between the blade and the clips to carry their rated current within the limits allowed for temperature rise, it is necessary to carefully adjust the contact clips to the switch blade after the switch has been mounted in its proper position.

This adjustment should be made in the following manner:

Assemble the hinge clip block and the contact clips of the switch. Obtain proper alignment by closing the switch blade between the contact clips before tightening the holding nuts of these elements at the back of the panel.

Proper contact is obtained at the contact clip when the clip fingers bear uniformly on all points of the switch blade within the contact area. When the contact clip elements are assembled the clip fingers are parallel to one another. The contact fingers should be curved inward slightly to the position shown in the upper right-hand figure in full lines. This is accomplished by placing a steel rod between

the contact clips and against the hinge stop and delivering one or more hammer blows to the ends of the clips through a block of wood or hard fiber. The rods used should have a diameter approximately equal to the thickness of the switch blade.

The switch blade should be then inserted between the clips and the surface, tested for contact with a 0.0002-inch thickness gauge at all points which can be reached. If good contact is obtained at the front of the blade and the thickness gauge can be inserted at the back, the blade should be withdrawn and the operation described above repeated. If the contact fingers are not in alignment or if there is poor contact in front, the fingers can be twisted to secure proper contact by means of a clip wrench. When properly adjusted the switch blade should enter between the beveled edges of the clips easily.

The operations mentioned above are not necessarily performed in the order named. The blade should be closed and contact tested with the gauge to determine the proper adjustment to make.

#### Care

Throwover switches should be tested by hand at regular intervals to be sure that they are in proper working order.

If allowed to stand for any great length of time without operation, the switches are liable to stick because of oxidation or accumulation of oil-laden dust on the blades.

The contacts and blades should be cleaned and given a thin coating of vaseline.

### Secondary Ammeter Transfer Switches—G. E.

Ammeter transfer switches are used to provide a means of changing current transformer connections so that any phase of two or three-phase circuits may be read on single ammeters connected in these circuits.

Three-way ammeter switches are used for 3-phase work and may be inserted at any point in the circuit although it is better practice to place them at the grounded end of the circuit.

Two-way ammeter switches are used for two-phase work, the secondary circuit being connected two-phase, three-wire. These switches must be connected at the grounded end of the circuit.

When ammeter transfer switches are shipped apart from panels they are completely assembled and it is necessary to disassemble them to a certain degree before they are mounted. To do this the screw which is mounted in the handle and the two screws that fasten the bracket to the tube must be removed. The handle is then removed and the tube is taken from the operating shaft. Unscrew the nut from the tube and insert the tube in the panel. The nut is then turned up tightly against the panel to obtain a firm mounting. From the rear of the panel pass the operating shaft through the tube and replace the two screws in the bracket. This will fasten the contact unit to the tube. The handle is then mounted on the front end of the shaft and the screw replaced to attach it. Make the necessary electrical connections and the switch is in operative condition.

Also take notice that the stationary contacts bear firmly upon the rotor segments with sufficient pressure to insure good con-

tact. Springs are mounted in the stationary contacts to obtain this condition.

There are position marks on the front part of the switch over which the handle indicator moves which represent the phase which is read on the ammeter in accordance with the indicator setting.

### POINTS TO BE OBSERVED BEFORE PUTTING CIRCUIT BREAKER IN SERVICE TYPES FH-3 AND FH-6

After the breaker has been installed and all mechanical and electrical connections have been completed, it should be operated a number of times by hand only, using the ratchet wrench furnished. The following procedure should be observed:

1. That oil tanks are filled to proper level.
2. Place one pint of sperm oil in worm wheel pit and a little tallow on the worm.
3. Oil bearings of operating mechanism.
4. That motor bearings are filled with oil.
5. Check the brushes or fingers on the top of the oil tanks for proper contact.
6. Remove the fuse from the terminal block below the motor.

7. Close breaker slowly noting that the wood rods, contacts and contact rods are properly adjusted and in correct alignment and that the cam on dog restores the tripping mechanism to the locked position without undue strain.

8. With breaker mechanism set so that the dog is  $1\frac{1}{4}$  inch away from the roller on tripping crank, operate the tripping mechanism by hand to see that all parts of the operating mechanism work freely.

9. Close the breaker until the dog is one inch away from the roller on the tripping crank, then by a quick sudden throw on the ratchet wrench handle, force the dog against the roller on the tripping crank, completing the breaker stroke, in this manner duplicating the action of the motor as closely as possible.

10. Raise the core in the tripping coil very slowly to see that the tripping dog releases and the breaker trips out before the core has completed its stroke. This test should be repeated on the opposite stroke of the breaker.

11. See that, on the down stroke, the moving parts are carried to approximately one inch from full stroke and on the upper stroke, to approximately  $1\frac{1}{2}$  inches from full stroke.

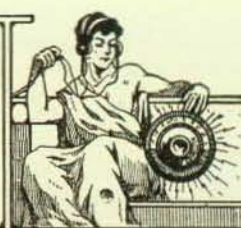
After the above points have been checked the breaker should then be operated electrically, at normal operating voltage, noting the following:

1. That the breaker is well balanced, having practically the same speed in opening as in closing.
2. That the motor takes up the stroke of the breaker mechanism without interruption after the compression springs have released.
3. That the clutch armature on the motor shaft does not rub on the magnet frame.
4. That motors rated at 70-140 volts give positive operation throughout this range.
5. That motors rated at 140-280 volts give positive operation throughout this range.
6. Trip coils for 125 volt service are tested to operate at 25 volts or below and trip coils for 250 volt service are tested to operate at 70 volts or below. This should be checked from time to time to see that mechanism is in proper operating condition to trip at these voltages.





# RADIO



## Now a New Radio Set Equipped With Eyes

By *AUSTIN C. LESCARBOURA, Member A. I. E. E., Member I. R. E.*

**T**HERE are probably more conflicting opinions on the present status of television than on any other subject which claims the interest of the general public. On one hand we are told that it is still a crude though promising experiment, and that at least five years will be required to develop it to a point of practical usage. Others assure us that it is even now an accomplished fact, and that its widespread use is only a matter of months. Inasmuch as each of these groups backs its opinions with an imposing array of plausible and semi-conclusive arguments, it is not at all strange that the average layman finds himself asking the question: "Well, just where do we stand in television?"

It is not our intention to give an absolute answer to this question. Rather, we prefer to present the facts of the case impartially and without bias in any way and then let the reader reach his own conclusions. And the facts are these:

At the present time, we have more than a dozen stations sending out television programs on schedule; the lookers-in number anywhere from fifteen to twenty thousand; and at least one organization is so confident of the progress scored that it is preparing to swing into production on home television equipment. In view of these facts, one would seem justified in assuming that television has definitely passed beyond the experimental stage of its development. On the other hand, caution compels us to recognize that it is still in its infancy.

Only by giving due consideration to each of these factors may we arrive at a sane conclusion with regard to the present status of television. By way of comparison, we might say that the art is about as far along as was that of radio broadcasting in the period immediately following KDKA'S memorable transmission of the election returns on the evening of November 2, 1920. Which is to say that television, as it stands today, has effected the transition from experiment to novelty, and that it is ready to undergo a course of development and refinement in the great laboratory of every-day experience.

The organization referred to above is, of course, the newly formed Jenkins Television Corporation of Jersey City, N. J. C. Francis Jenkins, vice president in charge of research of this organization, is an inventor of recognized standing whose reputation was originally made in the motion picture field. Following some highly successful experiments in the facsimile transmission of still pictures over wires, Mr. Jenkins, in 1925, turned his attention to television with the idea of developing it along practical lines. Bringing his extensive motion picture experience to bear upon the solution of the many problems of the struggling art, Mr. Jenkins gradually evolved a remarkably refined system of television transmission and reception, known as the Jenkins

Radio Movies. It is to this system that we shall confine ourselves in the present article.

Early in his experiments, Mr. Jenkins appreciated the difficulties which were inherent in the restricted dimensions of the television stage, in its critical problems of illumination, and in the scarcity of material suitable for televising purposes. He therefore abandoned the idea of attempting to pick up his subjects directly, as is done in high-grade broadcasting, and sought other means of solving the problem of television transmission. Due to his familiarity with motion picture technique, he hit upon the idea of a film pickup. In other words, he decided to film certain subjects which had been carefully selected in advance, and then to "scan" the pictorial record in lieu of the actual subjects themselves.

It thus becomes obvious that Mr. Jenkins has achieved the utmost simplicity at the transmitting end. The desired subject is merely recorded on a master negative film from which any number of positive prints may be made up and distributed to those broadcasters equipped with the Jenkins transmitting device. This is an apparatus which bears a marked resemblance to the ordinary motion picture projector. The positive print of the film is placed in the transmitter and ingeniously scanned by a pencil of light which sweeps across it, line by line. Passing through the more or less transparent film, the beam of light falls upon a photoelectric cell which converts the film gradations into varying electrical impulses. These impulses are then amplified in the conventional manner and impressed on the outgoing waves of a broadcast transmitter.

At the receiving end, Mr. Jenkins has long since discarded the cumbersome, unwieldy scanning disc and the large, electrically inefficient neon lamp, which are generally associated with television reception. In their place, he has substituted two of his own devices which may properly be regarded as distinct contributions to the television art—a scanning drum, and a four-plate or multiple target neon lamp of modest current requirements. Another unique feature of the Jenkins system is to be found in the use of quartz rods to conduct the light between the neon lamp and the slits in the scanning drum. By utilizing this mineral, famous for its ability to conduct light, Mr. Jenkins has been able to transfer the light from the glowing plate to the slit in the scanning drum with a minimum of dissipation. Again, the fact that his special neon lamp has four plates, each of which, flashed in rotation, illuminates its own particular fourth of the total screen, has enabled him to attain good illumination with an ordinary audio amplifier.

Heretofore, one of the greatest drawbacks of practical television has been the pitifully small size of the image itself. The average television image is scarcely an inch and a half square and can be viewed (if at all)

by no more than one person at a time. Mr. Jenkins was quick to realize that there was little hope for the new art so long as this condition obtained. Accordingly, he has developed a magnifying optical system which builds the image up to a point where it can be viewed comfortably by as many as a dozen persons at a time. In the top of the Jenkins televisior case there is an opening behind which revolves the scanning drum, weaving its image from luminous dots. Over this opening and supported by two rigid upright rods is a mirror, inclined at an angle. This mirror takes the image and reflects it to a powerful magnifying glass. As a result, the image appears to be about six inches square. It is therefore obvious that, in effecting this one improvement, Mr. Jenkins has done much to take television out of the peep-hole or one-man stage of entertainment.

By way of increasing the size of the television image and consequently the size of the television audience, Mr. Jenkins has developed a novel scanning disc with matched lenses. This ingenious device permits the image to be projected on a moderate-sized screen. At the present time, he is busily engaged in developing a powerful checkerboard light, made up of hundreds of miniature electric bulbs, by means of which he hopes to have sufficient light so as to enlarge the image to dimensions of the usual motion picture screen. Furthermore, he is also working on an outside camera which will permit the instantaneous televising of a football game, a race, or the inauguration of the President of the United States direct from the scene of action. Of course there are many obstacles in the way. Indeed, these things seem all but impossible today.

On July 2 last, Mr. Jenkins began transmitting his radio movies from Station W3XK in Washington, D. C., and his schedule has been maintained without interruption for more than six months. At 8 p. m. (eastern standard time) each Monday, Wednesday and Friday evenings, these television programs are broadcast simultaneously on two wave lengths. For the benefit of the long-distance television enthusiasts, a short-wave channel (46.72 meters, or 6,420 kilocycles) is employed, while those residing in Washington and vicinity receive their programs through a regular broadcast channel (186.92 meters, or 1,605 kilocycles). As soon as the number of those equipped with television receivers warrants such a step, W3XK will transmit nightly.

In spite of the fact that the films used in the Jenkins system can be made up in a wide range of subjects, only simple silhouette, or black and white studies, have been transmitted thus far, for the reason that they contain a minimum of detail and are readily intercepted by the television amateur. A more potent factor, however, is the fact that the limited wave bands available at the present time preclude the possibility



of transmitting subjects with any great amount of detail. Nevertheless, it should be noted that Mr. Jenkins has already perfected a transmitter capable of handling a wide range of pictorial values with the half-tones included. He has already applied to the Federal Radio Commission for a satisfactory allocation of the wave band, and, in view of the remarkable progress which he has scored since he assumed the stewardship of television, he has high hopes that his request will be granted. In this event, he will immediately install his new transmitter and will be in a position to give his audience far greater service in the matter of detail.

And so we have answered that oft-repeated question, "Where do we stand in television?" In this one example, not forgetting the work of others which is more or less a closely guarded secret, we are assured that television is making rapid progress.

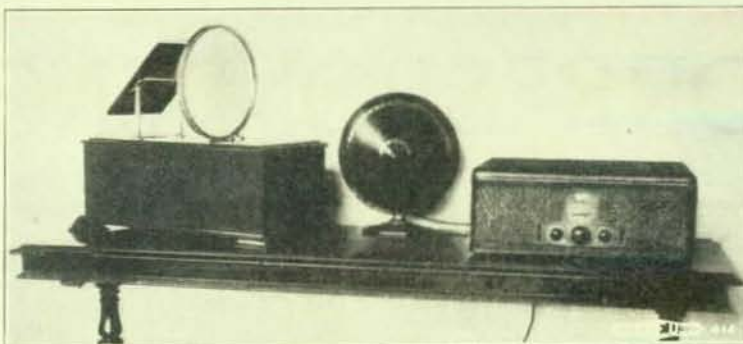
*"I will refuse to grant any injunction in this case which prohibits picketing in itself. I recognize the right of labor to peaceful picketing and persuasion."*—Judge Hugo Pam, Circuit Court of Cook County, Illinois.

## Machine Age Finds Defender

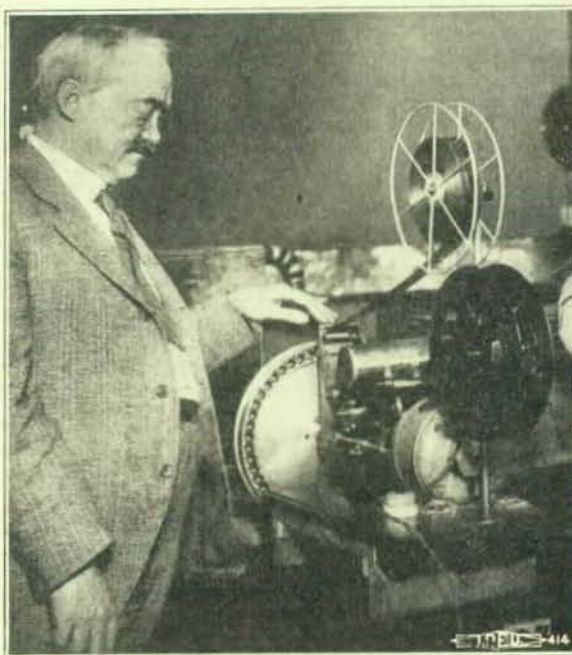
The often-voiced fear of philosophers that machine civilization will enslave mankind and destroy all peace and beauty in the world is not shared by President Glenn Frank, of the University of Wisconsin, who presented at the recent meeting of the American Political Science Association in Chicago his studies of the mutual relations between technical civilization and political science. Machine civilization seems now to be spreading inexorably over the world from its chief center in America. Critics urge against this age of machines, President Frank said, that it makes the world ugly, that it destroys human independence and individuality, that it breeds class hatreds, that it banishes contentment from the average life, that it uses up natural resources properly belonging to future generations, that it is slowly ruining everything beautiful and peaceful that mankind has won in his upward climb from savagery. These charges are largely true,



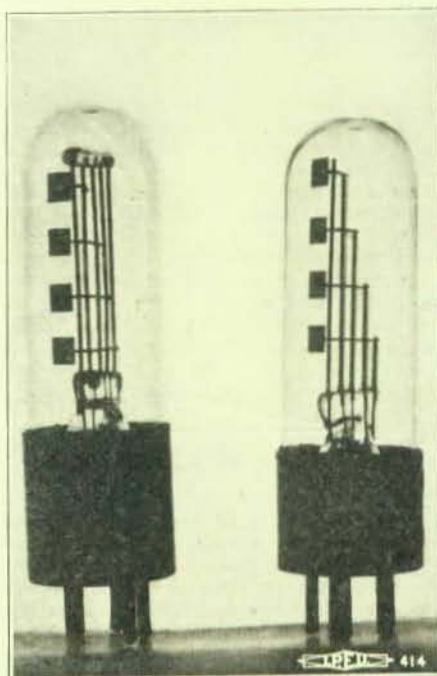
Jenkins Television Receiver, Which in Conjunction With a Suitable Radio Receiver, Unscrambles the Radio Television Signals and Weaves Them Into a Moving Picture Image Which, by Means of the Magnifying Glass May Be Seen By a Dozen Persons at a Time.



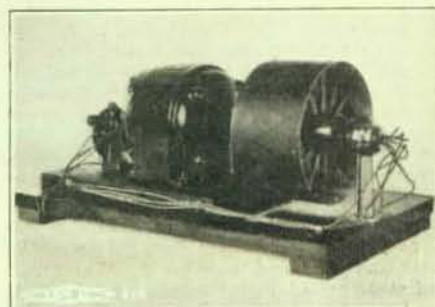
Jenkins Radiovisor and a Standard Radio Set Showing Relative Sizes.



C. Francis Jenkins, Inventor of the Improved Television System, Together With His Television Pick-up Device, Utilizing Motion Picture Films.



Four-Target Neon Glow Tube Employed by Jenkins in His Television Receiver. Each Target Flashes in Turn, by Means of a Revolving Switch.



Inside Mechanism of Jenkins Television Receiver Showing the Driving Motor, Scanning Drum, and Light Conducting Quartz Rods.

President Frank concedes, of the machine age as it is today. Were nothing better to be expected one might agree with Oriental sages like Mahatma Ghandi who believe that man must smash machines or machines will smash man. But our hurrying, scientific, over-mechanical age already holds, President Frank believes, the seeds of its own regeneration. Electricity is beginning to decentralize industry, jammed too tightly into squalid industrial towns by the former requirements of steam power.

The discovery that beauty has a "sales value" is turning the mechanical industry to the creation of that commodity instead of ugliness. What is most important just now, President Frank believes, is that scientific men, big-business men and politicians should co-operate, not to "control" each other but to work out together the good instead of the harm machines can do to the world.

## Expert Urges Touchless Surgery

That the wonderfully sensitive finger tips of a surgeon, so long a familiar property of writers of detective tales, soon may be dispensed with, if not actually frowned upon, by surgery itself is indicated by new touchless surgical instruments devised and advocated by Dr. R. L. Spittel of the General Hospital of Colombo, Ceylon, and now for sale by a London instrument firm. Dr. Spittel's idea is one already familiar to modern surgeons, the idea that it is desirable to touch the open wound as little as possible even with fingers protected by germ-proof rubber gloves. In operations on the interior of joints, for example, where even the slightest germ infection is apt to become fatal to the outcome of the operation if not to the patient's life, surgeons are already accustomed to touch the bones and cartilage and other parts only with instruments recently boiled, never with the unboilable gloves or fingers. The touch-nothing idea might be extended with profit, Dr. Spittel believes, to other varieties of surgery in which fingers are still used. What might be lost in precision of the sense of touch would be made up, he suspects, by the benefit of introducing fewer germs. Accordingly he has devised several combination instruments, combining knife and forceps, forceps and scissors, and others, all suitable for the new touchless surgery.





# CORRESPONDENCE



## PENNSYLVANIA STATE ELECTRICAL WORKERS ASSOCIATION

Editor:

In the October WORKER I suggested that the WORKER be used as the Army Blue Book, that the locals set a night a month for study of subjects in the WORKER. I want to say that I have accepted my own thought and I find a gold mine in each month's WORKER. Instead of merely reading over the WORKER in curiosity to see what it contains, I read the articles that ordinarily interest me, because I know more about said subjects. I find that without doubt if our membership would study the articles printed in the WORKER as a text book to be analyzed by the individual and local unions, that we should have established within our organization the very neutral union trade text book for the education of the electrical worker.

I am going to confine myself at this time to the press secretaries' monthly letters, and the type of intelligence displayed from their letters on the subjects covered.

I heard one press secretary remark one time that he didn't know anything to write, when asked why he was slipping on his local letters. Any news is better than no news at all from his local territory, and I want to say to those scribes who can't find anything to write about, this suggestion: read over carefully the letters of all the local press secretaries and I am sure you will be able to comment in your next letter an opinion under the slogan of "Question Mark" on some subject beneficial to the labor movement that affects your local jurisdiction and to prove and bring to your attention just what I mean. Please read over my letter of October, 1928, on the coal situation in Pennsylvania and other coal states; the November WORKER on better co-operation on jurisdictional troubles, the need of strong state local union understanding, as Brother Bugnizet so ably set forth in his letter of approval of state association as printed in the July, 1927, WORKER. The study of the women's auxiliary trade union movement. Now I have drawn to your attention an open forum, or open place to study my views on these subjects as I see them, and Brother Bugnizet's views on the benefits to be gained for the membership by study and application of the state association movement, and all other articles and local union letters.

I have endeavored in several of my letters to start comment on the subjects some press secretaries have dwelt upon, and in my last letter I reffered to the subjects of Brothers Dukeshire of No. 245 and Waples of No. 292, and I will continue on these two Brothers covering their letters for 1928, with all respect to all other press secretaries.

I want to suggest that the first subject read is the "Twelve" monthly, 1928, letters of Brother Edward E. Dukeshire of Local No. 245 of Toledo, Ohio. I would say that if they were printed in book or pamphlet form and read and digested by the officers and members of all local unions as the logic common sense, and true, practical knowledge as set down by him, is most valuable to the real thinking, solid reasoning, electrical

workers of the Brotherhood. Local No. 245 is fortunate in finding a man his type and a "common linemen" at that (I am one of those common linemen since 1889, myself) and one of Oliver Myers' soldiers of No. 163. I am proud that the linemen can produce such a man, and hope you are retained for 1929. You are a credit to the roughnecks.

Now the next item to read and study is from Brother W. Waples, press secretary of Local No. 292 of Minneapolis, Minn., an inside wireman or "narrowback." I would suggest that his letters of July, September, October, November, December, 1927, and his letters of 1928, be read, studied and analyzed.

Why have I picked out one lineman and one inside wireman? For the reason that when you read these letters over carefully and study and analyze the relative conditions of thought and expression, one being an outside worker, controlled by a corporation functioning from the contributions of thousands of stockholders, and the other an inside worker who is controlled by one individual contractor, or a firm composed of a few individuals, and the fact remains that the enemy, "so-called" having the largest backing of money contributed by the largest number of people is the strongest army. We will say for illustration, that the linemen or outside workers are the artillery and the inside men the infantry. Our artillery is not strong enough in our organization as it should be, therefore the infantry must assume more responsibility, and still we are all battling the same ending without proper knowledge of the constructive men of our organization within the ranks of our local unions. Much can be said on this subject. I would ask, why haven't we appreciated that it is just as necessary to have good constructive brains in our advancement as the base ball player must be endowed with, and that is looked for by more of men of labor unions, and they are willing to pay for such brains. But brainy construction men they don't seem to want, and they surely won't pay for it the same as the corporations.

I want to thank Brother Bugnizet for his co-operation; I want to say also I consider him one of our brainy men and he appreciates tolerance and brings results.

I want to say every local should have the record book of the year's workers on file, the best investment you ever made. (If you use it constructively.)

W. F. BARBER,  
Honorary Secretary.

## L. U. NO. 12, PUEBLO, COLO.

Editor:

Local Union No. 12 lost a good press secretary at the annual election, Brother W. M. French tried to keep the Brothers who have left our city and traveled to the four corners of the country posted on the events in Pueblo, was not re-elected, I believe the Brothers made a mistake, as Brother French was the best press secretary Local Union No. 12 has had for many years.

At our last meeting in December, one of our old Brothers made application for pen-

sion. We are sorry to see the passing of Brother Jack Campbell from the active ranks of the union.

Brother Campbell has for many years been a fixture in our local, always faithful, for many years an officer, and, for the past 19 our city electrician.

January the 12th and 13th, the State Conference of Electrical Workers was held in Denver. Local No. 12 was represented by Brothers Ed Carlson, F. H. Ryan and F. C. McCartney. The conference was well attended and many interesting questions discussed.

Conditions in Pueblo are not the best at present, several members are loafing.

Local No. 12 is back in the Building Trade Council, after an absence of four months.

We hope Local No. 212 of Cincinnati elects Ed. Simonton as press secretary again, as we miss the Copyist.

F. C. MCCARTNEY.

## L. U. NO. 33, NEW CASTLE, PA.

Editor:

Local Union No. 33 held the regular election of officers on January 3, and there are a few new faces this year in the official family. The work in our district is very slow at the present time with few of the Brothers making full time. Our new agreement went into effect on January 1, for the next 18 months with an increase of one dollar per day and five-day or 40-hour week with double time for all overtime. We feel that this is a step forward under the circumstances. We would like to hear from some of the locals through the WORKER or by letter, just how much of the electric work they are doing on elevators, as we are having trouble with Otis elevator constructors who claim all this on new work. And say they are doing it every place but here, and we would like to find out if this is true, for they don't get away with it here.

P. H. C.

## L. U. NO. 41, BUFFALO, N. Y.

Editor:

Due to the fact that the old year is dead and the New Year is here, it is with much importance that I call your attention to the fact that Local Union No. 41 is still on the map. I don't mean merely on the map to be heard from, but to the extent that we are still in the running.

At this time I wish to make mention that the International Office and also its membership will stand informed that we are yet to be heard from, as the election of officers has made a promise to us that we can convince ourselves to this effect.

The following is the results of our recent election, and I hope you will make mention of this fact in the official JOURNAL:

President, William E. Mary; vice president, Ed. Hansen; recording secretary, N. Fink; financial secretary, G. M. Willax; treasurer, J. Holzer; first and second inspectors, C. Klein and A. Oestrich; trustee, three years, E. Larkin; foreman, J. Fitzgerald; press secretary, O. Holzer.

At this time I wish to make mention that



the officers and members of the local union are proud to state that their membership has elected such an intelligent body as its representatives for the year 1929.

We urgently hope that the amalgamation of this elected group of individuals will, to the utmost of their ability, perform with the greatest extent of their knowledge toward their affiliations for organized labor in all its proceedings.

H. A. FINK.

After a lapse of quite some time since the last letter in the JOURNAL from Local No. 41, I will try to give a brief account of our activities for the past few months. On Tuesday evening, December 8, 1928, the annual election of officers took place. International Representative Arthur Bennett was present at the meeting, and gave us a very nice talk on labor conditions regarding the five-day week. On Wednesday evening, December 26, 1928, the organized labor non-partisan committee for the election of Hamilton Ward to the Attorney General's office of New York State, held a victory banquet. About 250 men from different labor organizations were present. Mr. Ward is a life long resident of Buffalo, and a true friend of organized labor. Our business representative, William P. Fisher, was chairman of this committee. On Tuesday evening, January 8, 1929, the following officers were installed: president, William Mary; vice president, Edward Hansen; recording secretary, Henry Fink; financial secretary, George Willax; treasurer, John Holzer; trustee for three years, Ernest Larkin; inspectors, Al. Oestrich, Curtis Klein; foreman, James Fitzgerald; executive board, John Callahan, George Willax, John Holzer, Henry Fink, Frank Matheis, Arthur Fisher, Frank Myrick; examining board, Edward Barrett, Henry Fink, John Holzer, John Callahan, Otto Holzer.

At the present time we have quite a few Brothers out of employment, but expect that by spring more work in this locality will be ready for the electrical worker.

O. C. HOLZER.

#### L. U. NO. 73, SPOKANE, WASH.

Editor:

Some men are born great while others have greatness thrust upon them, it is said. I am one of the latter class by virtue of being chosen press secretary for the ensuing year. It has been some little time since Spokane has been heard from, but Local No. 73 still holds regular meetings every Monday night.

We have about 80 members now and most of them are working which is not so bad for this time of the year. There is only one building of any size under construction now, the Paulsen Medical and Dental Arts Building. The electrical installation is being done by our men while Brothers A. C. Grinnell and G. N. Chamberlain are the very capable foremen in charge of the work.

Most of the other work now going on is remodeling jobs or else short orders. Business conditions are on the upgrade but prosperity has not deluged us to the extent that the newspapers would have you think; in other words there is more construction work being done on paper than on real estate.

I believe it is conservative to say that 90 per cent of the inside wiremen in Spokane belong to No. 73 or are working on a permit issued by our business agent. Let me explain that the permit men are all apprentices as our charter is closed to apprentices at the present time.

We are working under open shop condi-

#### READ

L. U. No. 83 makes explanation.  
The witch city turns to study of code and trade practice, by L. U. No. 259.  
Hanging electrical signs, by L. U. No. 176.  
The slow, uphill fight, by L. U. No. 494.  
Fighting the comatose state in railroad locals, by L. U. No. 794.  
An open shopper's fate, by L. U. No. 292.  
Progress in New York State, by L. U. No. 363.  
Wichita Falls, Texas, imparts some interesting news after a long absence, by L. U. No. 681.  
Shreveport is no back number, by L. U. No. 194.  
Anaconda also returns, by L. U. No. 200.  
Navy Yard workers complimented, by L. U. No. 734.  
King knows his onions and so does Tulsa, by L. U. No. 584.  
Morales among fixture hangers, by L. U. No. 514.  
Flint gets under the wire, by L. U. No. 948.  
Mexican immigrants compete, by L. U. No. 465.  
The hog under the acorn tree, by L. U. No. 1037.  
Winnipeg faces forward, by L. U. No. 435.  
Kenora is heard from—an interesting epistle, by L. U. No. 559.  
Toronto goes ahead fast, by L. U. No. 535.

These letters have a lift and drive like a tri-motored plane running with the wind.

tions here, but most of the electrical contractors have not taken as much advantage of this fact as they could have taken. Several of them in former years were members of the I. B. E. W. and some of them are still members. Largely because of this fact no doubt, a very friendly feeling exists between the electrical contractors and the members of the I. B. E. W. locally. We were successful in getting a raise of one dollar per day in our wage scale, early in December after our executive board had had several conferences with the contractors.

What are some of the problems that confront us as a local? There are a number that could be mentioned and they perhaps are only such as are common to locals elsewhere. For the most part, they are internal instead of external and I would call them incidental rather than fundamental.

One thing wherein we could stand 94 per cent improvement is in attendance at regular meetings. About four years ago we began the plan on drawing a name from a hat in which were the names of all the members present at the meeting and the one whose name was drawn received a dollar. The object of this was to stimulate interest in attending meetings; it was moderately successful, for since the plan has been in operation we frequently have 20 per cent of our members at a regular meeting. I don't know of a better way for the absentees to show their confidence in the honesty and ability of the few who are usually present at each meeting but this few dislike to have so much responsibility placed upon them. It is somewhat like the

man who allowed his wife to crawl out of bed over him every morning to build the fire . . . he explained that he would not allow her to do it if he did not have so much confidence in her.

Another condition that could be improved upon, but the proper solution is harder to find than to the above deficiency, is to find the proper ratio between the scale of pay for apprentices and that of journeymen and also to know the proper time an apprentice should advance to journeyman's rating. Some of our apprentices have been receiving within 10 cents per hour of the scale for journeymen and when this is true the inducement of higher pay is not strong enough to persuade them to advance to journeymen particularly if the apprentice is lacking a little bit in self confidence. Then, too, some employers are very grudging in raising the pay of an employee because he has passed the required examination and if the apprentice feels that it means he will have to rustle himself a job elsewhere it naturally makes him cautious as to when he advances. On the other hand, if the apprentices remain apprentices too long, then in the course of a few years, due to the natural growth of the local, the apprentices outnumber or at least equal the number of journeymen and this brings about an unhealthy condition for several reasons.

There are two or three other things that I could mention but this is my first contribution to the JOURNAL and I will wait to see how this looks in print before saying more. Besides it is 10.45 p. m., and I am getting sleepy.

R. J. MESSER.

#### L. U. NO. 77, SEATTLE, WASH.

Editor:

We are just ushering in the New Year with a new set of officers for Local No. 77 and we are hoping that we will make still better strides than we did last year. We are moving back into the Labor Temple, where we rightfully belong. We will have larger quarters and better ventilation, so we hope for larger attendance.

The following officers were elected for this year: President, R. J. Higgs; vice president, E. M. McDonald; recording secretary, W. J. Carr; treasurer, M. X. McGoveon; foreman, V. J. Coudre; first inspector, R. L. Merwin; second inspector, E. T. Bodwin; trustee, B. W. Bowen; executive board members: E. M. McDonald, S. J. Thompson, George Mulkey, C. L. Hardy and Frank O'Neill.

Do you see any reason why we should not have a prosperous year, with a bunch of men like the above-named to pilot L. U. No. 77 for the year of 1929?

We are still enjoying good weather; just a little frosty in the mornings, but no snow as yet and no one has put in an order for any, that I have heard of. We have a swell ice arena where the hockey players and the lovers of the skates can do their stuff. Well, the excitement is about over, the big hole is completed through the Cascades, eight miles in length, and is electrified and everything.

We bowed our heads in sorrow for Matthew Blair's brother, "Bob," who died very suddenly. He was employed by the City Light. Also our Brother, John Breen, passed away after a lingering illness; he was employed by the Puget Sound Power and Light Company.

We wish each and every local success and a Prosperous New Year and much closer relations with each other so we may know what each part of the country is doing, that some one else can profit by your successes or mistakes, whichever they may be.

E. M. McDONALD.



**L. U. NO. 83, LOS ANGELES, CALIF.**

Editor:

In last month's WORKER Brother Pat Murphy of Local Union No. 40 had an article wherein some of the paragraphs smacked of sarcasm, so I thought I would put him and the rest of the Brothers right on some of his statements.

In the paragraph where he says, "As far as Local Union No. 40 is concerned, it doesn't mean a thing," he is perfectly right, and I'll tell you why. The agreement says that "all installations and maintenance of sound movie apparatus shall be done through union contractors or otherwise where available." Local Union No. 83 has a "gentlemen's agreement" with Local Union No. 40 to the effect that when construction work is done by the studio owners direct, Local Union No. 40's men do the work, but when the work is done through a contractor, it belongs to Local Union No. 83. Therefore, this work, being done through a contractor, leaves Local Union No. 40 out of it.

Brother Murphy says that President Noonan assured Local Union No. 40, by letter, that they would have all of that work. It happens that one of our members saw that letter, and says that he must have had Italian lenses in his glasses if that is what it said, because he thought he could read English. Brother Murphy also states that "imported workers" are installing the regular equipment or apparatus necessary for production. He is "all wet" again on this, as we have about 38 men on that particular work.

Now it seems to me that if local unions are going to get along and progress in general, that they would live up to "gentlemen's agreements" and be satisfied with what belongs to them.

J. E. (FLEA) MACDONALD.

**L. U. NO. 110, ST. PAUL, MINN.**

Editor:

This little note is from a place pretty well north where at the present time the wind and snow reign supreme.

You have not heard from us for a few years, but we are still here. The opposition here is strong. That is the Citizens' Alliance who have just elected new officers and are attempting with renewed vigor in breaking what little we have left. We see in the spring a new dawn as we believe they have gone about their limit. There are several of the old Brothers back with us again, and think it is about time to kill the fatted calf. The Brothers have been fairly busy the last year and as things look as good with better prospects for the spring, we perhaps can step out and get a small addition to the pay envelope.

Was just wondering if that would have something to do with bringing some of our Brothers to meeting.

Was out on a job the other day and met a Brother I had not seen in five years. Think of it, in town that length of time and never go to a meeting! Still sob about how they run the local.

Heard a good one on the job the other day when we asked a few Brothers to come to meeting. The one, a member for a number of years asked if he could get in without a pass word. If they were all that way we would not get very far and I think it is about time some of the Brothers of this local come down and get the pass word, for we may all forget it.

This is about all for this time and hope this gets to some of these birds that sit at home when they could be down helping to better conditions in this locality. Will

report next month with better news, no sob stuff.

ED. BROWN.

**L. U. NO. 145, ROCK ISLAND, MO.-LINE, ILL., AND DAVENPORT, IOWA**

Editor:

Well, Brothers, one of our working members, Business Agent L. Judd, thinking that as a Business Agent he did not have enough responsibility, did last Thanksgiving Day, sever his connections with his old bachelor club and decided to turn over a new leaf, and as a result he was looking over apartments, and the Brothers of Local No. 145 wish him lots of luck and success (except Brother Ed. Burke who would express his sentiments but his modesty would not permit).

This writing finds most of our Brothers working and owing to the extreme cold weather, some of the building is tied up, but as the river is frozen over and some of the Brothers have their cars blocked up in the garage, we all look forward to the great spring opening and the sound of the ferry whistle, so cheer up, it is just around the bend, and if one-half of what we saw in the papers about proposed construction here in the Tri-Cities materializes, we won't find much time to fish this summer.

Well, as this is the year when the legislative bodies once again render us a few new laws, here's hoping that the legislative bodies of the various labor groups will be on the job and that the Illinois State Conference will be represented 100 per cent as from experience we have found out that in this day and age the only way for labor to hold its own is to be in on the general order of things and learn the tricks of the trade and how 'tis done and then when the right time comes vote accordingly.

I wonder how many of the Brothers read Brother Broach's speech in the last WORKER, or heard same over the radio; and then stopped to consider the amount of good solid substance that was contained therein, and the amount of truth it conveyed to the general public. Well, here's hoping we have more of a similar variety as it was a gem in its class.

Brothers, I will subside and ponder on what the outlook for the future wireman will be, whether a cross between a crockery artist, conduit bender, wire twister, Vitaphone-Movietone, radio expert, television, and what not, that depends on an impulse or fluctuation of a sound wave, or merely a fill-in to help the theory, boys put it over big.

E. L. SMITH.

**L. U. NO. 163, WILKES-BARRE, PA.**

Editor:

As a report of our local concerning work, will say it could be better. However, all our members seem to dress well and smoke well, so that don't mean any panic. But, hope for a good summer. The only thing that seems to worry me, and others is, that the mines are not so busy as they were several years ago, and that is the only important industry in this valley. But, the chamber of commerce has awakened, and instead of driving out various business enterprises, as they have been doing in the past, they are inviting all comers, and say, I think the newly elected president of the chamber of commerce is with Mr. Oppenheim of the People's Outfitting Company, responsible for this great event, and the labor unions also are interested to a great extent, so within the next few years Wilkes-Barre will be notable on the U. S. A. map. We also build new bridges, but with non-union men, as the county commissioners

are saving money; so you see that is nice for us poor tax payers. You know, I often think how wonderful and considerate they are of the public, because when a contract like this is let it goes to some contractor out of town who can bring along their own men to the job and keep us fellows from having all this hard work to do. But all we have to do is to furnish the money.

I did not see a letter this past month from Rusty Swartz, No. 81, or from No. 349, but somebody found some ink in No. 28. I believe I have met that scribe before if it is Harry Cohen, and Harry, I was very sorry to hear of Brother Petticoord leaving this world, for everybody knew old Petty and liked him. And just wait until Pat Bandel leaves us. Well, Pat, I guess we will meet there. And there is Brother Bill Barber, the everlasting and tireless scribe for the Pennsylvania State Electrical Workers' Association. Good stuff Bill, keep it up, hope you are well. And don't forget the judges of No. 1 Beauty Contest know their stuff. I guess Brother Don Guy out in Los Angeles, Calif., often wonders how we are back home. All is good, far as I can see tonight, and I have not drank a drop, except that Local No. 163 held two elections for the year of 1929. The first was wiped from the books, owing to the fact that no post cards were sent out to the members. The result of that election was in the January JOURNAL. So, in order that we would have a fair and impartial meeting and election the 22d of January, cards were sent out for a special meeting, and I personally requested a representative from the International Office. The request was granted willingly and promptly, which would let my opposition see that I was not in the chair to be partial. And that International Office Representative was none other than our good old time Vice President Kloter, and he knows his constitution, for he conducted a meeting that can be complimented by all the members. Thanks to Brother Bugniazet for his prompt reply and sure fire action. We hope to see Brother Kloter in the next month, so fellows, attend the meetings and hear him tell it to you, for a great many of all of us need his advice.

Well, any way, I am going to give you the result of the last and legal election of officers in which there are some changes in the executive board and trustees:

President, J. Parks; vice president, Pat Devers; recording secretary, A. P. Fisher; financial secretary, B. S. MacMillan; treasurer, George Gebhardt; inspector, Wm. Martin; foreman, D. Howard Davis; executive board, A. P. Fisher, G. Gebhardt, J. Quinn, J. Malory, J. Parks; trustees, Murray Swartz, Thos. Donohue; press secretary, J. Parks.

It is the desire of all the officers elected to thank the entire membership for their support, and we hope to do everything that is within our means to give you a good year of prosperity. So get to the meetings, fellows, and help push the freight.

PARKS.

**LOCAL NO. 176, JOLIET, ILL.****HELP WANTED**

Editor:

After over two years of advocating and putting into effect a five-day week to reduce our unemployment to a minimum, we finally had two more building trade unions join our ranks with prospects of all the local building trade unions joining in time to make it a general practice in this locality, five eight-hour days per week for the new spring agreement.

Another matter of great importance that



we think should be called to the attention of all I. B. E. W. locals is that recently we had occasion to test our slogan, "Electrical Work for Electrical Workers." A crew of sign hangers affiliated with Sheet Metal Workers swooped down on us to hang a good sized sign in our jurisdiction. They came armed with their I. O. and B. A. because it is generally known that I. B. E. W. Local Union No. 176 hangs and maintains all electrical signs and does all electrical work. This drew fire from us at once. Thanks to our International Office, who quickly dispatched Raymond Cleary, our special representative, to the field of battle, the situation was quickly cleared up.

The sign hangers claim to work in practically all cities in the United States unmolested, taking electrical work from electrical workers.

It is understood and agreed with the Federal Sign Co. and our International Representative that they stay out of our jurisdiction on all electric signs.

Four good reasons for standing our grounds are:

1. Electric signs are electric fixtures, and we hang them.
2. Give away work belonging to electrical workers at the penalty of having your card or charter lifted.
3. We always hung electric signs and will fight to continue to hang them.
4. Last, but not least, we believe in electrical work for electrical workers.

Help wanted from all I. B. E. W. locals who will aid us as well as themselves to continue to hang all electric signs. Let us hear from you—direct or through "ELECTRICAL WORKER"—about your local sign trouble.

L. C. BEVERLEY.

#### L. U. NO. 192, PAWTUCKET, R. I.

Editor:

Like many other press secretaries, I had planned for our annual election and banquet to provide the material for our letter for February. But the comprehensive reports submitted by Brother Martel, recording secretary, and Brother Cooney, chairman of the banquet committee, have covered the ground so ably that there is but little I may add.

In spite of keen competition (a healthy sign) during election days, Local Union No. 192 will see but few changes in its officers for the coming year. Brother Trainor steps up to the chair, vacated by Brother Gorman, and Brother Renshaw will replace Brother Trainor as financial secretary.

Our annual banquet, held at the Woodstock Inn on January 7, was thoroughly enjoyed by all. Testimonials of appreciation, in the form of pen and pencil sets, were presented to Brothers Trainor and Gorman. Among the speakers were George Lord, business agent for our neighboring Local No. 99; City Inspector, Harry Burnham; William O'Neil, inspector for the Blackstone Valley Gas and Electric Co.; and District Organizer, Charles Keaveney.

Brothers who follow the daily news, as served to us by the Associated Press, are no doubt impressed by the number and variety of organizations which, at this time, are trying to force upon us, by legislation, their personal habits and ideas. Consider the plan suggested by a contestant for the Durant prize, who advocated that violators of the much discussed Volstead Act should be hung by their tongues from airplanes and carried over the land. And another by a broad-minded Bostonian, who suggested that capital punishment be administered for their offence, even to the third generation, thus visiting the sins of grandparents on their most probably unsympathizing offspring.

Of course, such fantastic ideas come from rabid fanatics. But there are many, seemingly less harmful, which might have tremendous effect directed by the power of group strength.

During 1929, let us strive to increase this power in our own organization. Any group, however small, if persistent, can accomplish much. When one considers that our group offers shorter hours, increased wages, and a higher standard of living, it should not be difficult to sell the idea to our fellow workers.

T. H. FITZSIMMONS.

#### L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Local Union No. 193 has not had a letter in the JOURNAL for some months and not many during last year. One could not blame the writer very much for being lax in holding to the schedule for a year; the main reason perhaps for a new press secretary failing to get a letter each month is the attitude of his fellow workers or local union of non-interest, not any praise or encouragement to the press secretary, rather remarks of discouragement are more the habit.

This attitude is not general, but it is maintained in many locals, principally among the linemen and as a rule they only use it on the press secretary they help to elect. This does not set well on a new press secretary, and generally he quits writing, while the encouragement comes from other fellow workers, other locals, rather than his own local or fellow workers and this is not known to our new press secretary, and they do not hold up long enough to realize this fact. Hence, locals miss seeing letters from their press secretaries regularly.

New press secretaries are elected or appointed too often by our locals. They may choose one who does his best for the year and fills the schedule, yet the local members would just as soon elect some one else for the next year rather than encourage or offer some assistance to make his letters better next year.

The members make a big mistake at election time. Nominations are made a lot of

times without even consulting the one they nominate not knowing if he wishes the office or if he will try to do his duty or even if he will accept the office after he is elected and in that way keep some one else from accepting the nomination. Some are nominated for an office up to the time of election and then resign, while still others are nominated for nearly all offices knowing quite well that two or three offices are as many as could be held by one. That system is not for the good of the union but to the contrary. Also it is of great importance to learn if your officers are trying to do their duty, and have done so, and are willing to continue in that office. If so, those are your men whom you should choose. Don't get into the habit of electing new men every time you have an election; if the old officers are doing right keep them as long as you can.

In nominating, no one should be nominated to an office he can not fill and do the duty of nor nominated to more than one office unless the offices are such that can be filled by one. But the system used in Local Union No. 193 is that they may nominate one Brother for all the offices, so if he loses in one he may be elected to another. So on down the line until the full list has been voted. This can not be done under the laws of the state or city and I do not see why we should do it, unless the membership should be so small that there are more offices to fill than there are members and all of them wanted the same office. In that case perhaps, it may look all right, otherwise I think it a very poor policy, and I do not know of any other organization that does that.

Locals as a rule make headway proportionally to the co-operation given the officers and harmony in the local. This is what we have not got here and of course, we are not making any headway and have not for a year. We hope that the coming year will be better.

We are late with our election because the city gave the employees a supper on our meeting night and nearly all the members are working for the city, so we had to call our meeting off and go to the eats. They also gave service buttons of five, 10, 15 and 20 years service. Local Union No. 193 was quite well represented and drew a good share of the buttons.

The following is a list of officers for the year:

President, H. L. Womack; vice president, Ed Miller; recording secretary, H. Bogaske; treasurer, R. H. Costello; inspectors, F. G. Huse and N. C. Ashlock, E. B. Ashlock, Miller, O'Laughlin, Philabaum, Womack. Delegates to Springfield Federation of Labor, Womack, Ashlock; trustees, L. Baker, S. Dillard, H. Bogaske and your humble servant; delegate to Illinois State Conference, financial secretary and press secretary, F. C. Huse.

F. C. HUSE.

#### L. U. NO. 194, SHREVEPORT, LA.

Editor:

Being this my first venture to write for others, I take this opportunity to advise the Brotherhood, that Local No. 194 is by no means a backward local even though you do not hear from us in these columns.

Beginning April 15, Local No. 194 will enjoy the long advocated five-day week. This time we are not single handed either. About 90 per cent of building trade crafts will have the five-day week by April first, or thereabouts.

The writer had hopes that this local would be the first five-day week local in the Brotherhood, but I notice that Local

#### NEW GROUP OF HONORED MEMBERS FILE FOR PENSIONS FEBRUARY

In accord with the provisions of the Constitution requiring that the International Secretary "shall publish the name of the applicant and the number of the local union of which the applicant is a member in the two issues of the official JOURNAL preceding the next meeting of the I. E. C.," the list making application for the Brotherhood Pension, is herewith appended:

- |               |                       |
|---------------|-----------------------|
| L. U. No. 3   | Robert P. Fitch.      |
| L. U. No. 3   | Benjamin C. Miller.   |
| L. U. No. 3   | Samuel T. Pinckney.   |
| L. U. No. 3   | Charles Scharf.       |
| L. U. No. 3   | August Wentz.         |
| L. U. No. 9   | Frank Murphy.         |
| L. U. No. 12  | J. S. Campbell.       |
| L. U. No. 26  | J. De Witt Pessinger. |
| L. U. No. 134 | J. P. Collins.        |
| L. U. No. 134 | Michael Gill.         |
| L. U. No. 134 | P. McGinty.           |
| L. U. No. 164 | E. N. Fraleigh.       |
| L. U. No. 212 | P. J. Cox.            |

G. M. BUGNIAZET,  
International Secretary.



No. 584, Tulsa, Okla., beat us to it. Congratulations to No. 584.

If any member has not yet found the reason why of the five-day week, will find the reason, by reading the "first line of the second paragraph" of Local No. 584's letter of January Issue, where it says: "work is very slack here at this time."

These eight words explain why we should work less to employ more.

Local Union No. 194 has been able to hold its own. Work here is not enough for the entire membership, but with the inauguration of the five-day week, it is expected to absorb into employment at least 75 per cent of the idle members.

No doubt most of you have heard that Shreveport has been awarded the third attack wing, and as the story goes, there is a lot of work in an airport. But hush! here is the secret: This airport is located in Sunny Louisiana, a Democratic state, and if there is anything we want here we have to pay for it.

The story goes like this: This airport is a Chamber of Commerce deal. The government will locate here, and will spend half a million dollars if the people of this community will put up 2,000 acres of land, free and clear to Uncle Sam. To do this will take at least two years.

Here is another Chamber of Commerce deal. Some two and a half years ago, our Chamber of Commerce made a deal with Gilmer Co., of Philadelphia to put up a cotton spinning mill here. The Gilmer Co. said: "You put up \$450,000 and I will send all my obsolete machinery down there."

The results were as follows:

The building was put up, just outside the city limits and out of our control. With the exception of bricklayers, there was no organized labor employed. The electrical work was done by an Atlanta, Ga., open shopper. The building was paid with subscribed bonds money. The mill has operated for about one year, now the Chamber of Commerce and stock holders own the mill, while the Gilmer Co. takes care of its Philadelphia mill. The mill has been closed since last July.

I hope and let all of us hope that the above mentioned airport will come to realization, because we need some encouragement to build this section of the state.

Our city is pretty, clean, healthy and the climate is mild the year round.

The building trades are about 95 per cent organized and we feel positive that with the five-day week, we can afford to work Saturday mornings towards an organization program.

Will we hear from other locals in the February issue on the five-day week question?

J. C. CORDARO.

P. S.—Remember the A. F. of L. slogan; "Double The Membership in 1929."

#### L. U. NO. 200, ANACONDA, MONT.

Editor:

I have no record of our last letter to you, but to me it is a worry, so to cut the trouble short I will try to enlighten the other locals as to just what is taking place here in Anacanda and in the State of Montana.

Most of the old gang are still on the hill, along with those down town, and all still carry a lunch bucket and seem quite happy over our election, at which Brother Wade Wilson was elected president. I just stopped tonight to notice that the president and vice president were both bald headed. An old saying is, "Grass never grows on a busy street, and both seem quite busy tonight. Brother P. J. Hagan was again elected financial secretary. Brother Hagan is always the same;

never much to say; to tell the truth, it keeps him busy writing out monthly receipts. Our loyal Brother, Thomas Roe, was again elected recording secretary. Tommy is a pal, always a smile and ready to go anywhere or place. He has one fault—he always reads the monthly hall rent bill.

Brothers, we are now in the fight for our rights, as we have been handed a lemon, one of enormous size and here is what it contained on the inside: The state legislature is introducing a bill whereby all electrical work in the state of Montana must be done by licensed electricians and also the governor has power to appoint a state electrical inspector and the expense of his office must be kept up by the electrical workers, paying a license fee of \$5.

We took a vote and Local No. 200 voted it down and out. Will try to get a copy of the bill and have it printed in the JOURNAL so all can read it and we would like to hear from all how it sounds to you.

R. J. MORROW.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

Electrical workers, who, each one, has done his bit toward building this magazine, greetings. February has spent over half itself in making us as miserable as possible and then comes March with its bitter winds to remind us of any ill feeling we may harbor towards the already very unpopular weather man. During January he presented us with every kind of weather listed on Dr. Mile's Calendar. The weather has been so changeable here that one does not know whether to put on socks or not in the morning. Frozen sandwiches were very popular during the last two months for those that carry lunches and are unfortunate enough not to be working near one of our 19 fire stations. These 19 stations are so situated that during unpleasant weather we are the guest of the laddies quite frequently, and very nearly every day when possible, at noon time that half hour is well spent. These boys are real hosts. No place in this country could one meet a more agreeable and more pleasant, hospitable bunch of boys than members of Toledo's fire fighting companies. Ninety-two is the number of their local here. Whether it is the buttons on our caps or just the overalls we wear prompts our most cordial welcome upon entering any of the 19 stations, if we track in rain or snow on their always spotless floors, the greeting is ever the same—a smile. And many a rummy game I have seen broken up to supply the gang with a comfortable place to enjoy our lunch around the table. Commendable actions such as these cannot go unnoticed and unmentioned forever. The ever obliging smile and ready to do attentiveness are what registered for the laddies at the polls, and caused the good people of Toledo to vote them their increase that they were worthy of, for the citizens recognize service with a smile and marked their ballot accordingly.

What a grand thing it would be if some of our own members would profit by their smile and between jobs spread sunshine and less propaganda!

Some of our members in No. 245 were rewarded for their activity in the local as the results of the last election will show. Tex Sweet, who was driven out of Texas a few years ago by a drunken cow-boy and nine regiments of Texas rangers for the purpose of allowing some one else to win at a rodeo, came here and until a few months ago rode his trusty cow-pony to work, letting it eat the grass from under the poles he worked on. That's the man that No. 245 elected president this year,

and if he is as good with the gavel as he was with two six-guns, then pity the tenderfoot that gets off his range at our meetings.

To assist him around the corral is a man that strikes a mean gavel himself, a man who has been making all kinds of joints for 12 years, yes, even the twisted kinds of joints. Arthur Cranker is this man's name, our vice president, elected to succeed himself. His record can be found any time at Maumee, Ohio. Inquire at the police station.

Oliver Myers was selected to succeed himself again. This has happened so many times that they don't even try to nominate any one in his place, simply yell Oliver Myers and that's that.

I was again elected recording secretary. Yes sir, won by one vote and I cast that one myself.

Hank Rardin will pad the payroll for another 12 months as treasurer. Hank, you know, makes all the white ways white here. Works in the underground.

Our foreman is none other than a product of Elyria, Ohio, Bert Freeman by moniker and big enough and tough enough to handle anything that may arise. Our first inspector is a man of very few words (around the house). But makes up for it at a meeting, for we will listen to what he has to say. Carl Krout is this gentle boy's name. It should be Paul Bunyan, for he can tell you tales that make the winter of the blue snow sound like a summer in the tropics. Our second inspector is a man who needs no introduction in this column, Clyde Williams, the shiek of North Toledo. He is the answer to a flapper's prayer. Those eyes, these hairs, them nose—he has it, these and them. And single. Special notice to lady readers, this man's address furnished upon request. I could tell you a lot more about this man but I don't use that kind of language.

And for trustee we elected Jay Swank, who knows the number and location of every transformer in Toledo, size, make and age, and even tell you when the oil was changed last. He can even transform a brunette to a blond. Transformers is Jay's work, his hobby is sub-stations at the erection of which he is a master and does credit to the emblem on the side of each station, a triangle, meaning pride of workmanship. Thirty-two years in harness and still a colt.

There is a new storm around the transformer room these days in the form of a big fellow named Ayers. Blew in, got a band, breezed right down to the hall to see the right side of the picture. His partner in crime, John Lee, came in arm in arm and the second week of their job. That's loyalty for you. There is one man in that department that has got several years to his credit and for the last three or four years has not paid one cent dues. He used to belong, but like some others, he thinks that he has some grievance, so stays out and then wonders why he is ignored by practically all whom he comes in contact with. And while the name John Lee is fresh in your mind, his address is 1038 Albert Street, Toledo, Ohio, and wants the JOURNAL sent to that address. Please place this man's name on the mailing list and oblige. William Howes, formerly of 208 Eastern Ave., has moved to 832 George St., Toledo, Ohio. He is going to either stay here this time or sell the piano. He has moved the piano three times in a year and in doing so he has had three sets of dishes and two dining room suites broken, so send the JOURNAL to his new address—thank you.

Gus Garling bites a mean sandwich these days—new ivories, upper and lower. He is the champion ham bone gnawer in the department. Now that's a talent, but talent runs in the family. His son Ralph smokes



the big pipe called a saxophone and gets some melodies that are really rendered by an artist and Nelda, his daughter, is an artist in her line. A beauty culturist is her specialty and many an old maid leaves her chair putting the queen of the May to shame.

Saw Winebrenner the other day. He had so many clothes on that he took off several pieces of wearing apparel before climbing a pole.

EDWARD E. DUKESHIRE.

## L. U. NO. 259, SALEM, MASS.

Editor:

Your duly elected scribe will proceed forthwith to give you the latest news from the Old Witch City. Of course the first news is relative to the election of officers which took place at the last meeting. Our genial and efficient president, Roy W. Canney, was re-elected for one more term and we are expecting him to push the local right along the path of progress during the coming year as he has in the past; Brother Leon V. Proctor was elected vice president in a close and interesting contest; our veteran recording secretary, P. J. Dean, was re-elected, as was our very sincere and effective financial secretary, Clark W. Shattuck; Michel Musto, the guardian of the funds was re-elected treasurer, and we are sure the commonwealth will be fully protected during 1929. John Osborn was re-elected trustee and member of the executive board and so we are well fortified in this position. The inspectors are Brothers Wiley and Fisher and our foreman is Brother Bragdon.

These officers, along with your scribe, were installed and banqueted the first meeting night in January. In this connection it is interesting to note that the banquet this year differed slightly from those in the past in the respect that instead of having the girlie-girls do their stuff we had a speaker talk to us about the code and other things in connection with our profession and avocation. Full details of this affair will be given in the next letter.

Things have been pretty good around here, Mr. Editor, during the past year of prosperous prosperity and most of the boys have been kept busy. Right now things are slowing up a bit which is to be expected at this time of year "away down east!" We are looking forward to a good year and we are hopeful that things will be kept moving.

In closing this, our initial appearance in our wonderful magazine, your scribe wants to extend to our membership everywhere and to our loyal and efficient officers the sincere wishes of the boys of Local No. 259 for a Prosperous and Happy New Year.

LARRY FORD.

## L. U. NO. 288, WATERLOO, IOWA

Editor:

Last month I took the responsibility of sending in a letter to the JOURNAL without the knowledge of the local, but we have been without a press secretary so long that I decided to take the consequences. They must have liked it, as I was unanimously elected press secretary at the last meeting, with the instructions to get in a letter every month. I hardly know if this could be considered an honor or a punishment.

I will try to give a station announcement on a frequency of once a month. I may not offer you a very interesting program as I do not see the members often enough to get any news of interest. Work has slowed up for the winter and several of the inside men are on the waiting list. We hope for an active building campaign here this year, but at

# On every job—

*There's a laugh or two!*

*There's always a place reserved in this column for our buddies, the Duke of 245, the guy that didn't forget. With his characteristic dry humor, Duke now reckons up—*

## My Personal Assets

My name does not appear within the hall of fame;

There is no M. A., Ph.D. or P.D.Q. after my name;

I've discovered neither pole; my picture's not on a stamp;

And I've never been discovered by any popular vamp.

I've never flown the ocean, and I'm not a movie star;

I have no seat on Wall Street and I build no high-powered car;

I've never made a home run, when the home team was at bat;

Nor even made a blindfold test for a famous cigarette.

I've never had my picture on the front page of any press,

Nor have the reporters begged to know how I attained success.

I don't wear knickers, red ties, or anything like that—

And when I'm seen upon the street, I've always got my hat.

I've never held an office, for I did not choose to run,

Nor given away new dimes on the golf links just for fun.

I'm a law-abiding citizen and stay within the laws.

And I never gained attention by falling off a horse.

I don't owe a man a dollar; every creditor is my friend.

I don't borrow from men that I work with—and then, again, I don't lend.

My fortune is not figured in dollars, my friends are my only assets;

I smile if I lose on a wager, and gladly pay all of my bets.

With my smile I gain friends—that's my fortune!

I find them as worthy as gold.

But, would I like a cool million?\*\*\*\*\*

I'd better leave that untold.

—THE DUKE AGAIN.

*Whoopie! Business is picking up, literary efforts from lots of our old buddies practically pouring in—ain't that nice? In fact, some of our many contributions will have to be saved for next month. Now here is some very valuable advice from L. F. Clark, of L. U. No. 143, Harrisburg, Pa., on—*

## How to Handle a Woman By Electricity

If she talks too long—Interrupter.

If she wants to be an angel—Transformer.

If she picks your pockets—Detector.

If she will meet you half way—Receiver.

If she gets too excited—Controller.

If she goes up in the air—Condenser.

If she wants chocolates—Feeder.

If she sings inharmoniously—Tuner.

If she is out of town—Telegrapher.

If she is a poor cook—Discharger.

If she is too fat—Reducer.

If she is wrong—Rectifier.

If she gossips too much—Regulator.

If she becomes up set—Reverser.

*Takes an electrical worker to appreciate this joke, and, between you and me, Monsive, our stenographer didn't think it was a joke at all:*

## Fair Enough

A farmer was taking a load of hay to the barn, and on crossing a road, a one-wire grounded system telephone line stopped him. The line was low, the hay was high. Taking a couple of stones he beat the wire in two. After passing with his hay he made a hook at each end of the broken wire and, wrapping them together with a piece of heavy string, he murmured, "ther, by gosh, better'n it ever was."

G. L. MONSIVE,  
L. U. No. 477.

*Here's somebody who needs cheering up—D. F. "Slim" Allen, Weston Sanitorium, Weston, Ont., so drop him a line, you Brothers who like to write letters, especially if you've ever been in the same fix he is.*

## A Voice from the Sanitorium

I think of the days gone by—

As I lie in my little, white bed—

When I was one of the boys,

That used to wipe the lead.

And of all the splicing I ever did see,  
The best one yet, my wife made of me.

Now, I don't regret what I have to pay;

It's all according to life's greatest law—

To show that some one else holds sway,

And make us think more of each other, each day,

Though this is now my second year

Lying in a cot or chair,

I want to pass along a word of cheer

To all my pals and friends out there—

Your witty jokes and all your news

Drive away many hours of blues,

Satisfy that lonesome hunger

And keep me still, A CHEERFUL LUNGER.

D. F. ALLEN,  
L. U. No. 237.

*"As an expression of friendliness, a man smiles," says Anthony J. Offerle, of L. U. No. 723, "and a dog wags his tail. I have never had a dog with a wagging tail bite me but I have been 'bit' a number of times by smiling friends."*

*An "open shop" employee was cashing his pay check at the bank. "I'm sorry to have to give you these soiled bills," said the teller. "Are you afraid of microbes?" "Naw!" was the reply, "no microbe could ever live on my wages!"*

*This one, we claim, is original:*

The electrician's wife was having her hair cut while her husband drowsily sat waiting his turn in the barber chair. The wife was having a little discussion with the barber about the style of cut.

"Now, how would you like a clip on the neck and a bang over the eye?" asked the chirotonsor.

"Hey," yelled the wirepatcher, coming out of a doze, "how'd you like a sock on the beezee?"



present we cannot say what the prospects will be.

I hope by next month to have more time to look up something of interest to write about.

CHARLES W. ASH.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

The Christmas number of the JOURNAL was a marvel of excellence. It seems to me that we have the finest magazine of any trade union in the country. At any rate, we certainly have one to be proud of and every member of the Brotherhood should be proud of his JOURNAL, our JOURNAL. Personally, I am proud of the privilege granted me, for such I consider it, of being a contributor to it.

Well, the holidays have come and gone along with the passing of 1928, and the advent of 1929, and due to the fact that our last meeting fell on Christmas night, No. 292 had only one meeting in December. However, we made up for it on the night of the fifth of January by throwing a very successful, very delightful, very enjoyable "get together party" and dance for members and their families or sweethearts only. Membership card in No. 292 was the ticket of admission—very exclusive! Yes, it was a great affair. We had a fine crowd that just comfortably filled the large dance hall in the Masonic Temple, and every one had a wonderful time. Congratulations to the committee.

Hennepin County, of which Minneapolis is the county seat, had the occasion to mourn the loss of one of its county commissioners during the latter part of December, owing to the passing away of Theodore Jensen. Mr. Jensen is especially mourned by organized labor as he had a splendid labor record, both as a county commissioner and as a city alderman, an office which he held previous to becoming county commissioner. Organized labor lost a good friend by the demise of Theodore Jensen.

The district represented by Mr. Jensen being entirely within the city of Minneapolis, the vacancy in the board of commissioners created by his death, was filled by the city council electing a successor which they did on January 7.

The point of the matter is that the new county commissioner is the much beloved and respected business agent of Local No. 292, Guy W. Alexander, who won the office against four other contestants. Hurray for Brother Alexander!

Brother Alexander has faithfully performed the duties of the office of financial secretary of Local No. 292 for over 10 years during which time, he has, many times, also shouldered the work and grief and responsibility that go along with the office of business agent, and he has always handled both offices with credit, both to himself and to the local. Brother Guy will make a splendid county official, just as he has made a splendid union official, and the interests of organized labor will be safeguarded by him, for he is a 100 per cent union man, and then some.

At our last meeting, that of January 8, 1929, we had the pleasure of a visit from Brother Joe Lyons, representative for the International Office. Brother Lyons gave us a talk which predominated in good, hard, common sense and in which he demonstrated that during his short stay here he had acquired a considerable grasp of local conditions among the building trades crafts. I would say that Brother Lyons "knows his stuff."

Another event, which may, probably will, affect the affairs of organized labor in Minneapolis, was the death of O. P. Briggs,

president of the Citizens' Alliance, who for the past 20 years has been the arch enemy of all labor organizations, keeping up a continual fight against them with a bitterness, a persistency and a hatred, seldom equalled, never surpassed. His animus toward the unions was fully equal to that of Judge Gary, Ole Hanson or Charley Post. No doubt, the Citizens' Alliance will find some labor hating individual to take his place. There are several of that type among the employers of Minneapolis, but that the next head of that organization of "open shoppers" will be as venomous or as formidable as was the deceased O. P. Briggs, is doubtful, and at least, the new man will lack Briggs' experience.

Perhaps I have paid quite a tribute to Briggs' anti-labor activities, if so he deserved it, for he was certainly a "thorn in the side" or organized labor. However, the point is, that with O. P. Briggs out of our way, the labor movement in Minneapolis, in my opinion, is facing a brighter future than it has for a long time.

W. WAPLES.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

Yes, it is rather hard to get the press secretary of this local union on the job, as the members have not created much excitement since my last letter. However, there has been the usual number of combatants against the flu in this locality. If any of the Brothers are in possession of a good preventative, let us have your suggestion. I have my own ideas, but they did not work. If Brother Frank McIntyre, of Kansas City, Mo., sees this I know he will laugh with me.

The work for the winter months has been a fair average. At the present writing there is no definite information of a boom in the electrical field this spring. Indications are that on a small scale the Brothers will be able to keep busy.

The commercial air ports in this district have been making numerous improvements and with the air transports of the future coming to East St. Louis, may increase the activities of incoming industries, of which we have our share.

Through the facilities of an up-to-the-minute high school just opened, the members of our local, with others electrically inclined, can take advantage of evening courses. Mathematics, drafting, practical electricity, related electric science and English are the subjects of the course, which can be had for a very small cost. It is indeed unfortunate that more of us can't see the necessity of taking advantage of these opportunities. Brother A. P. Dahl, our past recording secretary, is an instructor on the efficient staff.

Here's hoping that in my next write-up that I can report on a dance, card party or smoker sponsored by members of Local No. 309. Let us get together.

J. B. NUGENT.

#### L. U. NO. 333, PORTLAND, MAINE

Editor:

After a complete and baffling silence for something like two years, will now grab the forgotten pen and impart to you and the rest of the doubting Brothers, that Local Union No. 333, of Portland, Maine, is still alive and kicking.

If you don't believe that there is a place called Maine, look over the map of the United States and you will find it in the extreme northeast corner, bounded on the east and south by the Atlantic Ocean and the state of New Hampshire and on the north by a lot of line houses where, they tell me, men sometimes go to try and for-

get a certain Mr. Voistead and his eighteenth amendment. The truth about not hearing from me is, I lost my job as press agent, but after due time it was discovered that my successor was as rotten as I was, in the art of telling fairy tales, so I was re-elected, much to my disgust.

In speaking about Maine, I forgot to tell you, there's lots of woods here, in fact there are so many cedar, ash, birch and maple it is known as "The Pine Tree State." And can you believe it, there's a Brother here who was born and brought up in this neck of the woods, has lived here all his life and never been out of them, who insists that a skunk don't come out in the winter time. Most likely some of you Brothers who have never been six blocks away from Broadway and have never seen a pine tree could tell him better than that. If any of you Brothers care to set him right on the subject, address your letters to Brother Edward Burke, care of Local No. 333. Don't be afraid to express your opinions freely to him. He's a little guy, only six feet three inches.

In one of my former letters I stated we had a Brother here who "liked the winter." I'll go that one better now. Introducing Brother Moody Lewis, who admits he doesn't feel real good until its 52 below zero.

If I had time I would like to tell the Brothers about my deer hunting trip last fall, when I ceased to be a mighty hunter and became just "the goat," but it will have to wait until another time. So will close by saying that with Local No. 333, "All goes well."

RAY E. BOUDWAY.

#### L. U. NO. 358, PERTH AMBOY, N. J.

Editor:

It has been some time since I have written a letter to our official JOURNAL. I will not try to give any excuse, unless it is laziness on my part, when the time comes to get up sufficient news to write in such a good monthly magazine as our Brotherhood puts out for our benefit. I have looked over different labor and lodge journals and if I know anything that is good when I see and read it I believe we have about the best there is. I get kicked at once in a while for not getting a letter in every month. Well, I will try to get a few lines in every month to please our members who have the time to read what I can pick up to write about.

Electrical work, like the rest of the work in the building trades here, is very slow this winter, not anything worth while being built in this section. I believe it is slow with some of our nearby locals, too. Some one told me that they thought our neighbor, New Brunswick, was busy but I have not heard of any of our boys going to work in that direction. There may be one big job that is going on but that does not keep any of the boys from showing up in the day rooms regularly looking for a job. Our one big operation that was going on last summer and finished in the fall was a great saver for us but it finished off too soon. There are just a few of the boys on the job as yet, about five or six of them doing a few odd repairs and changes.

On December 19, 1928, Brother Benjamin F. Coddington, a member of our local for a number of years, died after a short illness of pneumonia. He was a member of the executive board and delegate representative to the Building Trades Council. He also was foreman on the pulling of cable on public service production job at Metuchen when that job was going on. Brother William Warner also sustained a loss when his wife died



after a short illness of pneumonia, also her mother a short time after.

The influenza, or gripe and pneumonia, are hitting very hard around these parts. In our local membership there has been quite a number in bed sick, as reported at our meetings.

Local 358 has well-attended meetings with the membership gradually increasing. Every one studying the constitution and general laws. Between the constitution and the new national electric code book we aim to have some of the brightest and most well-read men that can be found in any section of this state. We have some Brothers in the local who can quote section after section of the constitution of the Brotherhood without reading out of the book.

While Brother Edward S. Sofield was coming through New Brunswick, N. J., one day recently while making a visit to Trenton, N. J., a New Brunswick traffic cop halted Sofield and said: "You can not go through here with your cutout open on that car."

Sofield replied, "But I have no cutout on this car." New Brunswick traffic cop said: "Then get one put on and keep it closed; and don't get chippy." Brother Sofield drives a Ford sport coupe with I. B. E. W. 358 painted on, so they must know him. Trustees take notice and have cutout put on the car.

I would like to hear from some of the other locals in regard to organization of the radio branch of the electrical workers. We would like to do some of this kind of organizing here before it gets too late, also on the movietone talking pictures. We have done some installing on the latter.

WM. H. McDONOUGH.

#### L. U. NO. 363, SPRING VALLEY, N. Y.

Editor:

Our regular press secretary, being slightly indisposed, I have been elected to take his place during his indisposition.

It seems that as fast as we sign up one contractor and strighten him out two more pirate or basket contractors spring up. They are causing no end of trouble.

This sort of a thing could be avoided if the other crafts on the jobs were more careful and checked up more carefully. They have the whole hearted support of most of the crafts, the plumbers and steamfitters, especially with the other crafts slowly realizing that in union there is strength.

The carpenters will not support anybody. They do not belong to the B. T. C. All crafts firmly believe that if they, the carpenters, were to join the B. T. C. and support the other trades, this could be made into one of the best territories for the unionist, in the country.

We have in our territory, a contractor, who, up till two years ago ran a fair shop and since that time has been placed on the unfair list. This firm has been claiming that he is a fair contractor and has been able to obtain work under that pretense, which otherwise would be given to fair contractors. A little advice from locals having had a similar condition would be appreciated.

Brothers, work is very slack up here due to some of the conditions listed above. About fifty per cent of our men are out of work.

Jobs, such as the State Hospital at Orangeburg, N. Y.; Letchworth Village at Thiels, N. Y. and the High School at Nyack, N. Y., have been grossly overrated. Instead of there being from 50 to 75 men on these jobs, as some of our neighboring locals have been led to believe, there are just six men on all three jobs combined.

These jobs are big but are "slow motion"

in every respect. Unless they move faster, there never will be more men needed.

The outlook for work picking up is very poor and much as we dislike doing it we must advise members to avoid Rockland County, unless they wish to join the gang now wearing out shoe leather looking for work.

Some members of other locals seem to forget that there is a local known as No. 363 of Rockland County. These members have been sent in by outside contractors and have failed to "check in." In the past our board has dealt very leniently with these members. In the future members failing to report will be dealt with more severely. Here is the name, address and phone number of our B. A., and there will be no excuse for that oft-repeated phrase, "I did not know and etc." John McGuigan, P. O. Box 80, Nyack, N. Y. Phone Nyack 539.

A District Council has been formed comprised of Locals No. 631, Newburgh, N. Y.; 215, Poughkeepsie, N. Y.; 654, Kingston, N. Y.; 133, Middletown, N. Y.; 363, Spring Valley, N. Y.

More will be written about this movement in future editions of the WORKER.

I. L. K.

#### L. U. NO. 364, ROCKFORD, ILL.

Editor:

"A new broom sweeps clean," so we are told. What the boys of No. 364 are wondering is how long will this new broom (the new press secretary) continue to sweep. We have always looked eagerly in these columns for something from No. 364, but all in vain. It has been about a year now since Brother Harper last wrote for these columns.

Brother Bill Collins says he'll break my neck or words to that effect if I don't get busy and write, so please Mr. Editor, don't throw this letter in your waste basket.

At the last meeting the following were installed as officers for the year 1929: President, Earl Weldon; vice president, Robert Heins; financial secretary, William Collins; recording secretary, Arthur Bollman; treasurer, J. W. Thomas; first inspector, F. Haxel; second inspector, Gust Eklund; foreman, Charles Whitaker; business agent, William Collins.

The executive board planned a feed to celebrate installation and it was understood that Brother Thomas was to take care of it, but on said night, he claims that he was not appointed to the job, so we didn't eat, even went without anything to drink—we had to get home early that night it seems. In spite of all we'll find an excuse for a blowout in the near future.

Brother Collins has certainly done good work as business agent for Local No. 364. About a year and a half ago the local was slowly going down hill, but now, thanks to the untiring efforts of Brother Collins, No. 364 is on its feet and going strong. All the big jobs here are going to the fair shops. All we are losing is the new house work. Somehow or other the fair contractors don't seem to care for those jobs even if they are given to them.

Have had some difficulty with a local sign manufacturer who has taken it on himself to hook up signs without permit and without union men. A large theatre sign here was one instance. Through the work of Brothers Cleary and Collins, said sign man agreed to have his work torn down and installed right with our men. May they know better next time than to buck an organization like the I. B. E. W.

WILLIAM C. LINDBERG.

Start a Read-the-Journal-Every-Month-Club. No dues. No officers.

#### L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

A little Spanish town on a day like this of sunshine and flowers brings a job to all, even the snow diggers.

Well, Local No. 413 is still receiving traveling cards, many from the cold parts of the United States. We are glad to meet them all.

Christmas and New Year's have come and gone and we sure had a good time. Our main street looked like a Merry Christmas, having large trees in front of all the stores on the sidewalks and all lit up with miniature lights—some sights!

I am always glad to read the letters of press secretaries telling of their home towns and I want to say that I am a booster for California, and if I did not like it I would surely leave. I have been out west since 1901. Have made many trips back east and now I have learned that a "rolling stone gathers no moss," but some fellows think that everything must be handed to them on a silver plate. When one fails another gains.

I must say that I love everything that California has to give. Los Angeles is not the only city in the west. Remember, I am not advocating that you should come to California, as you know we have a lot of western states; and, by the way, the Boulder Dam has much in store for all of us.

The headquarters for the administrative and supervising work will be maintained in Denver, Colo., by Mr. Raymond F. Walter, chief engineer in charge, for the benefit of those who wish to get in touch with the job. But as you know it will be a little time off yet. We are in hopes of getting the states together and settling matters. You can depend on Senator Hiram Johnson finishing the job.

Arizona is only a small speck on this earth.

Well, I am not much of a knocker of my state but let every local union send in a line or two and let's see the best side of life. I know some small "burgs" have a harder time than the larger ones but they never squawk.

Now I know a few fish stories. Fishing is my hobby. Speaking of fish, I have seen a gunny sack full of Spanish mackerel, caught in four hours and also have seen black bass caught off the dock which weighed 300 pounds. More than a dozen were caught off the barge, weighing 150 to 400 pounds. Now for a lima bean story. By the way, lima beans are the staff of life and we have raised a lot of them. Well, here it is:

#### "CONCERT OF SOPRANO HEARD IN PAN OF SIMMERING LIMAS"

"Television and radio photography hold no thrills for a woman on upper Laguna Street who last night listened to a violin recital and concert by a lyric soprano through a pan of lima beans which simmered on an electric range.

"This astonishing radio phenomenon has not been satisfactorily explained by local radio experts but agents in the city agree that they have cause for anxiety about Christmas radio trade. If a saucepan of lima beans will bring in a concert by a lyric soprano and a recital by a violinist, who dares predict what a skillet of tripe or a kettle of fish would drag out of the ether?

"According to the voracious bean boiler on Laguna Street, who asked that her name be withheld, the electric range on which the limas were sputtering, had been short circuited for several days. More than once she has received electric shocks when placing wet pans or pots on the stove.

"Last evening she switched on the plate as usual and placed a handled saucepan of lima



beans over the rosy coils and went about her work of preparing the evening meal.

"As she worked she thought she heard the strains of a violin playing very softly in the distance. She listened and thinking perhaps her mother might have turned on the phonograph in another part of the house, she investigated. The phonograph wasn't playing nor had it been played all evening. The family doesn't own a radio.

"Returning to the kitchen she listened again. Now the clear voice of a soprano was heard singing Schubert's 'Ave Maria.' It was very faint and far away, yet it was as clear as a frosty night. For some time she listened. The soprano and the violin obligato continued to pour presumably from the saucer loudspeaker. She turned on another burner of the stove and the music suddenly stopped."

Well, fellows, let's make a New Year come in with a snap. We all can't be business agents. That is the only job that pays, but keep your weather eye open and boost all you can for the Boulder Dam and don't forget Hiram Johnson. He would climb the highest mountain to start the Boulder Dam. I can picture a little city. I hope some of you fellows have seen it—Las Vegas, Nev. Here is what happened:

"Shotguns and frying pans were pressed into service as noise-makers here today by a joy-mad populace, turned out to celebrate the signing of the Boulder Canyon Dam bill by President Coolidge.

"Mayor Hesse of this little railroad city said the signing was a Christmas gift of millions, and an increase in population of not less than 10,000 persons during the next three years. Materials for the construction must pass through Las Vegas, and local business men believe that a vast expansion may be expected.

#### Everybody In Parade

"Every man, woman and child joined in a parade led by the mayor and the municipal band, drowning out the music with shouting and noise from impromptu instruments.

"For 18 years Las Vegas has had to be satisfied with a meager growth on its sun-baked flat, and in late years the dream of a gigantic construction program on the Colorado River has given new life to the civic body. When that dream came to virtual realization today stores were closed as by a pre-arranged signal, and a holiday unrivaled in annals of the city was declared by the spontaneous assent of all.

#### Gather At Canyon

"An under-current of solemnity ran through the parading citizens when they gathered before Mayor Hesse at the end of the parade to pledge themselves to a new civic responsibility, which all believe will face them when the village grows with the construction of the dam.

"This more solemn aspect again was shown tonight when the devout gathered at the mouth of Black Canyon to offer prayers of thanks for their gift from the government, and the people of the nation."

I am signing off to the JOURNAL till next month.

W. H. WELCH.

#### PATHFINDERS

By D. F. CAMERON, L. U. No. 418

Be you lost in the mountains  
Or in deserts of sand,  
Or befogged in a city or town  
There are friends who will guide you on every hand,

And they never go wrong I've found.  
The Auto Club markers, where'er you may go

In summer sunshine or rain,  
Will tell you the things that you want to know,

And help you get righted again.  
They are put there to help you,  
Make easy your way,

Whether you be a member or not,  
They read just as plainly to those who don't pay

As those who pay cash on the spot.  
Please bear with me Brothers in what I've said,

And study the thought I convey  
We are organized labor's Auto Club signs  
We must show the others the way.

We've got to go on in the way we think right,

For better hours, conditions and pay,  
Even though we help those who won't get in the fight,

We can't stop, it's the Club's markers' way.  
An Auto Club signs do nothing but good  
In the storm, the rain or the snow,

Now what should be done with a vandal who would  
Destroy them with rocks or a gun?

I'm sure you'll agree there's naught too severe  
For this type of woman or man,

And the same thought is true with we union men here  
Our enemy's down if we stand.

The teachings of Christ to a true union Brother  
Is a philosophy pretty and true,

"As you would be treated, so treat you one another"

That's a thing we should all of us do.  
It's a thought we should carry as long as we can,

But friends, here's another thought too,  
Don't waste too much kindness on the wrong kind of man,

If you don't get him, he will get you.  
When they'll knock all the paint from an Auto Club sign

That's always known to have been right  
I'm sure you'll find they'll gouge us from behind

If we haven't got guts for a fight.

#### L. U. NO. 430, RACINE, WIS.

Editor:

Here goes for No. 430, which started the new year in with a bang.

First was installation of officers, president Otto Rode (also B. A.) succeeding his office. He sure made the wheels move in 1928, and we feel confident he'll repeat in 1929.

Vice president, Ed. Madsen, who stepped up from inspector; let's go, Eddie, and make history for No. 430 in 1929.

Treasurer, George Tostesen, the boy who doles out the cash; he also succeeded his office, boys let George do it.

Financial secretary, Nick Schuit, also a repeater. He is the one who reminds you when you forget to pay your dues, which means paid quarterly in advance beginning January 1, or you don't work, says Otto, and he generally means what he says.

Oh yes, there's our new recording secretary, the Hon. William L. Petersen (Irish), who intends to fill his office with the solemnity of a probate judge.

First inspector, Dave Ryan; second inspector, Rudy Jensen; foreman, old man Jack Sommers, who says you better have the pass word and don't forget to address the president when you come in late. Executive board, I. Sovenson, Al Mounds, Nic. Schuit.

The next big event was our dance and banquet given in Labor Temple, January 12, which was attended by 95 per cent of the local with their wives and friends. An enjoyable evening was had by all, due to the untiring efforts of our entertainment committee, Donald Sandy, Ed. Madsen, William Peterson and Elmer Hansen.

Here's hoping we get a better city inspection department as the present one is a farce. It would make every one follow the code more strictly and put competition on a more equal basis. Another thing, we need here and need badly is a building trades council. The alliance now in existence is a waste of any local's time to attend.

Conditions here in the labor movement are very dormant; the local unions are here, but there's no union spirit to aid the other fellow. The big business organizations know it and they've no confidence in a labor movement that has not the spirit to back up their demands. Let's get behind the wheels and boost a building trades council for 1929, for the building crafts are lost without its protection, so let's start the ball next meeting.

This summary is getting longer than I expected so will cut wishing the Editorial staff the best of success.

Doc.

#### L. U. NO. 435, WINNIPEG, MAN., CAN.

Editor:

Our elections are over and, with the exception of our new foreman, Brother Paton, no changes have been made. This seems to mean one of two things. Either the affairs of our local are so prosperous and satisfactory that a change would be undesirable and unnecessary or, that the membership as individuals are lacking in interest and a proper sense of their duty and obligation to the local. I am inclined to the latter view. There was no competition for the various offices. A spirit of "let George do it" prevailed. Even in the filling of the various committees a scarcity of material was felt. The burden of work remains pretty much on the shoulders of the same few.

And yet there are kicks, complaints and accusations filling the air as to how things are being run. Get out to meetings, fellows. Pay your dues on time and see that your working mates do the same. Stand ready to do your share of work and let's see some real competition for the various offices next year. Far more honor attaches to an office for which there are several able and willing candidates than to one held by an individual simply because he is the only one willing to spend the time and do the work. I know I would feel there was more honor attached to the job of press secretary if I knew I had been chosen because of my aptitude and ability as a writer and not just because I am the only one willing to act as such.

Give me keen and healthy competition for the various offices and for places on committees and I'll show you a live, healthy and progressive organization.

Our new agreement is in the hands of the contractors. As usual, the fact that we are asking for increases comes with pained surprise to them and they must have time and, I am afraid, more time, to consider.

Brother McBride is away on duty at Washington at a very awkward time and we have to ask our president, Brother MacIntosh, to



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fill the breach in the cleaning up of one or two jobs. Which calls to mind that there is a pronounced opinion among some members that we need a full time business agent. Conditions seem to warrant the belief in the necessity of having someone who can devote more time to the job than Brother McBride's many duties permit him to give. But we can't do anything until we have more money; which is another reason for turning out to meetings, paying your dues and helping the business agent to get after the laggards and the outsiders.

Brother Beggs, of L. U. No. 794, Chicago, deposited Traveller No. 581416 with us. He is working temporarily at the C. N. R. shops and we are hoping he will be able to give Brother Robertson some much needed help in rounding up some of the outsiders at the shops.

Winnipeg is having a real old-time winter with the thermometer hovering between zero and 25 degrees below for the last three or four weeks. It's real healthy weather and the cold spell came in time to stop what looked like another influenza epidemic. The coal dealers are smiling and the winter woolies are selling well.

C. R. ROBERTS.

#### L. U. NO. 465, SAN DIEGO, CALIF.

Editor:

Although not having appeared in print for some time, Local No. 465 is very much alive and doing a good business as our financial report shows a healthy growth for the past two years.

True, the flu hit the southwestern point of the United States first this time, but has past, as all sickness does sooner or later, even if it does injure some. Have been able to take care of our sick members in fine shape.

The old officers were given a vote of thanks for their efficiency during 1928, and following is the result of the election and installation of officers for 1929:

H. J. Leggett, president; Julian Smith, vice president; C. H. Morris, recording secretary; A. McGovney, first inspector; J. F. Walker, treasurer; H. M. Baker, financial secretary; J. F. Yocum, foreman; N. Blood, second inspector; J. F. Yocum, press agent.

San Diego city and county looks good for the coming year. Its public utilities, army and navy, together with its shipping and airplane activities will show a steady growth.

The colored real estate advertisements must be taken with a grain of salt when planning your trip or investment here for as you all know, "in order to have a rainbow you must have the rain."

It takes dough to make the auto go.

One bone of labor contention in southern California is Mexican labor. There is no limit on the number of Mexican immigrants per year, with the result that there are now over 2,000,000 Mexicans in the United States.

Sixty-seven thousand were allowed to enter last year. Forty times as many as from any other country. A large part of these do not become citizens and work for a low wage.

Abraham Lincoln said: "A man ought not to be permitted to live under the shadow of our flag and enjoy the protection of our laws, who does not think enough of this country to qualify as a citizen and discharge the duties of a citizen."

I think it very important that union labor get behind any legislation that will establish a quota law for Mexicans in keeping with our quota laws for other foreign countries.

Let us not forget to spend our money with firms who handle union made goods

and products of union labor. Also advertise them to our friends for in so doing, we will sincerely practice what we believe and advance steadily to better conditions for 1929.

J. F. YOCUM.

#### L. U. NO. 477, SAN BERNARDINO, CALIF.

Editor:

The year is about done and with it another milestone is added to the lives of men. Look back and see what we have accomplished. Nothing but errors and misunderstandings are added to our credit. With the coming of another year election of officers was necessary for Local No. 477. At our well attended meeting ballots were cast by all present and the election returns were as follows:

Brother L. F. Mack was elected to warm the president's chair again for the coming year, and from what I know about "hizzoner" he was well pleased with the outcome. L. F. Murray was elected vice president once more, as was C. H. Alvord for financial secretary. The trustees are as follows: J. R. Porter, Weyle Lendruth and E. R. Fine. Roy Jenkins will be the foreman and Sammy McDonald the first inspector. The stuff I used to write for Local No. 60 must be liked by the boys here as they elected me pen pusher. The honors were dumped on me in a close race with Sammy McDonald. Brother Jack Wilson resigned the office of recording secretary and Brother B. E. McGrath was elected in his place. I am positive Brother McGrath will make a good officer. Brother Wilson, having served several years for the local, will be missed by all who know him. After all the resignations were accepted a rising vote of thanks was rendered the departing Brother. He says he is going out into the country, away from the building trades. We wish the Brother good success in whatever enterprise he may take up.

Brother William Phillips is the proud possessor of a new home, having moved in a few days ago. Here is looking at you, Bill. The building trades council is always well attended by our worthy Brothers Porter, Fine and Alvord, the silver-tongued trio who can and are not afraid to talk unionism.

A committee of two from Local No. 440, our sister local at Riverside, paid us a visit. The boys were made welcome while in our midst. A working agreement between the two cities is in order. Thirty days is allowed, and while I worked at Riverside my card was deposited here. Thereby the dues should go to Local No. 440, but as my card has only been here a month on account of some dirty crook back in Texas, who was making a claim from me, the card was delayed; but all is straight now and the crook didn't get what he wanted.

For the benefit of those who don't know where San Bernardino is located I will say that it is located in the middle of the orange belt but I am not going to take up a lot of space telling you all about it, but I will say that San Bernardino is the possessor of the friendliest local union I have ever been in. They are always glad to see you Brothers. The glad hand is in order here and not the cold shoulder, as I have experienced in several locals I have been in, especially in south and west Texas. It's wrong; we know it is; when a town is having trouble with non-union men and a worthy Brother comes in he is obliged to walk the streets or go wrong. I was made to walk the streets at El Paso but I didn't go wrong, however, that was because I had a roll in my jeans and stuck to it rather than be bluffed. This high fence or ring or check as it is often called, is the wrong idea, as a hell of a good rat you can make out of a union man.

I am at a loss to know why Local No. 60 has not appointed a scribe. I haven't seen a letter in the JOURNAL from there since the one I wrote last April. Come on, Brothers; don't let those Kaiser type of bosses you have bluff you; show them you have guts, if it costs you your job. It did mine. But, by gosh, the men higher up admitted I was not afraid of anything or anyone. Come, let's hear from you. My regards to Frank Harvey, the fighting little Irishman of Local No. 60.

For the benefit of the traveling Brothers, I will say that there isn't any new work or big jobs going on but a steady push as always has been, but if any member is about we meet every Thursday, 7:30, at the Labor Temple, D and 4th Streets. Anyone carrying a green or yellow ticket is always welcome. After meetings the boys play games, such as Wall Street, as large sums of money change hands. I saw as much as four bits change hands once.

G. L. MONSIVE.

#### L. U. NO. 483, TACOMA, WASH.

Editor:

Just to let you all know we are still on the map and are holding our own, will say that we've got to give credit to a lot of the old members here—the old, hard, faithful workers toward union labor. I hope that all of the working men will wake up and organize. We have a chance to get some place; that is bettering our conditions and shortening the hours so as to give every worker a fair chance.

We are all entitled to the best we can get and the way to do that is to organize, but not only that, but to work and stick together after you are organized.

R. D. BARFOOT.

#### L. U. NO. 492, MONTREAL, CAN.

Editor:

Elections took place at a well attended meeting in December and installation was carried out on the first meeting in January as follows:

H. M. Nevison, president; P. Green, vice president; C. Hadgkiss, recording and financial secretary; G. Eaton, treasurer; J. Stoker, A. E. Jackson and T. Kenney, trustees; J. Walker and T. Kenney, inspectors, and W. Harrigan, foreman.

The above officers expect the members to attend the meetings more often than some of them are doing; by more regular attendance they will be showing their appreciation for the work the officers are doing and encourage them to even greater efforts.

It is hoped by the time this is in print Local No. 492 will have completed arrangements to hold our meetings in a more attractive meeting place, in a more central location. Negotiations are being made just now on St. Catherine St. West at a couple of places. We hope to be able to write in the next WORKER that we have decided to hold future meetings in the hall of the "Club Entente Cordiale," 434 St. Catherine St. West. This should be central enough for all members as it is situated next door to Loew's theatre and has a beautiful hall on the third floor, with all conveniences, tastefully decorated, and is kept spotlessly clean. We could hold social functions here as well, as the floor is O. K. for dancing and a kitchen is available at the rear of the hall, suitable to make and prepare refreshments, with gas stove, dishes, etc., provided, in fact everything is there to make a social function a success, if the members will supply the necessary support, by letting their women folk in. There is



no reason why Montreal could not have an electrical women's auxiliary and the officers of Local No. 492 will do their utmost to carry this suggestion to a successful conclusion and if the members, one and all, do their little share success will crown their efforts.

If everything goes through favorably, it is hoped and expected the expenses will be no more than the local is paying now for hall rent, with the possibility of even making a profit.

Socially and morally we would gain by the mere association of the members and their families getting together once in a while, having a game of cards or a dance and a chat about each other's troubles or ambitions. At these functions we could invite men who are not in the organization, showing them we can play as well as work.

The above may seem quite a jumble of ideas, but nevertheless the writer feels co-operation of the membership would make them very real. By the time this is printed everything may be set for the first social, if not, might I ask the reader to read the above again and resolve to do his share to make Local Union No. 492 even more successful in 1929 than in the past, and the success of the local is the paramount wish of

H. M. NEVISON.

#### L. U. NO. 494, MILWAUKEE, WIS.

Editor:

Why go into details, election over, a new scribe and an expectant membership of a certain local eagerly scanning the pages of the WORKER for the letter from their chosen one. To disappoint them would be too bad, to write it would be a miracle.

After all, a percentage of the local did their duty, attended the meeting election night, voted for officers, and heaved a sigh of relief.

Twelve months will pass and we must gather again to pick the faithful few who are willing to spend their time for the organization. What a life, why can't we have some one to call when we have some dough ready to pay our dues and collect what we can spare, someone else to suggest that we ought to get better working conditions and more money, then to go get it and leave the rest of us to our own ideas of life such as the year's best recipe, our new eight tuber, or what is Hank going to do now that the other bunch added two more lungs to their can.

To tell the other guy what to write is a cinch, but try it yourself. Here's this fellow Bugniazet editing a good magazine and begging us to use our own ideas as to filling it up and what have the majority done to help him?

Some of you birds will say, "Never mind the blah, give us the dope, what's the local like? Answer: Like every other local, a battle for conditions, a lot of basket contractors and a slow uphill fight and the auto racket.

Right here we want to thank the Brothers for the help they gave us on the Eline Products Co. job that went wrong on us. They finished the plant and made plenty of candy but it did not sell and so they have closed the place.

And now, fellows, just a word for another game bunch that needs our help. At Kenosha, Wis., the Allen A. Co. locked out their employees last summer. Both men and women are holding out fine, so until further notice remember the name Allen A., makers of stockings and underwear.

I see by the letters the boys are all hot for apprenticeship training. What could be

better? As yet, we are still looking around but it won't be long now.

Those little burrs up and down the line are in fine condition, never had my card in them but I imagine Bill says to John, Let's get Jack over tonight and we'll look that up, and there you have an ideal condition, something that money could not buy for the larger locals. That, to my way of thinking, can be brought about by closer association and a training school, and above all, teach them that a card does not only mean to pay your dues and work on a good job, but to be there on meeting nights and to voice their opinions on subjects that mean the welfare of a local.

Don't forget to teach them that the working rules are made by them to be enforced by the board, and so forth.

I'll cut this sermon short and try to think up something constructive for the next issue.

M. E. CUSTIN.

#### L. U. NO. 514, DETROIT, MICH.

Editor:

I think it is about time that we let the organization at large in on the fact that there still exists a fixture hangers' local carrying their own charter. During my membership in this local I do not recall ever seeing any mention of Local Union No. 514 in the WORKER correspondence columns. So I think it is about time that we came to life and let the boys in on this apparent secret.

During my travels around the country I have been surprised to find that an independent fixture hangers' local was unheard of. We are quite a family sort of organization of about 135 members, fighting all the time to keep the conditions that have taken years to acquire. We were getting along nicely with the labels until a few New York outfits got together and threw a wrench in the machinery to the extent of an injunction. But are we downhearted? I'll say we are not. We have the usual number of weak-kneed Brothers, but, thank the Lord, a sufficient number of real union men to carry on and give them a fight.

We have one of the best business agents in the business in Dave O'Connor and if he is willing to go along and work for us at a reasonable salary I know he will still be our business agent after the coming election.

Our executive board functions very nicely and I see no reason why they should not be re-elected. Jack Vincent, our financial secretary, is a sure bet to get in; the rest, including yours truly, need a rest, I think. Give some of the newer Brothers a chance; it is good education for them.

The labor committee is working on our new agreement and as far as I can see there will be very few changes outside of possibly the use of our automobiles and the wage scale. Using our automobiles to haul materials has been a thorn in our sides for quite a while. Without them I think all the Brothers would be working. But, unfortunately, the majority of the Brothers cannot see it; they are getting theirs and to hades with the rest.

As for the wages I believe that we have been underpaid for the past several years and I hope that the majority of the boys will look at it in the same light and stick with our labor committee this year.

We have about 20 per cent of our Brothers loafing but expect to see them all working again within a few weeks. It is really too bad that we couldn't all be loafing about the time we went out for more money, then there wouldn't be a chance for any of them going back for the old scale. That's one solution for the weak-kneed card men.

F. E. ROBINS.

President.

#### L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

Now that the new set of officers have been duly installed for the work of the coming year the executive is working along lines counted on to make this the greatest year in the local's history. As is the case all over the country practically all the good old stand-bys of the electrical movement in Toronto have been returned to office, with just a few new men here and there to provide the necessary infusion of new blood calculated to produce a sound Brotherhood.

The electrical trade is still booming in the city and district, with every member of the local contentedly employed. Our wage committee have just concluded and signed a three year agreement with the contractors with wage increases annually leading up to the rate of \$1.35 per hour for the last year of the agreement. At present the boys are knocking down \$1.10 per hour with quite a bit of overtime on some of the big jobs in the city.

Apart from the wage question the committee led by our dynamic Business Agents Bill Brown and Cecil Shaw managed to add quite a few clauses to the new agreement which call for conditions dear to the heart of every union worker.

In our present prosperous condition we have not overlooked the social side of the Brotherhood activities. Just a week ago some of the officers and members of the local union chartered a palatial bus and motored over to our sister city of Hamilton, where they exchanged greetings with the executive and members of Local 105, who have recently risen from the ruins of a once powerful local, to again assert themselves and the cause of labor in the industrial city of Hamilton.

As many of our readers are resident in the United States, bothered with such annoyances as the eighteenth amendment, I'm not going to say too much about this very pleasant evening. Suffice it to say that the working parts of many of the boys were "well oiled" and everyone joined in with enough whoopee to make it a memorable evening to all who attended. Speeches, songs, dances and music enlivened this event, with eloquent addresses from Controller Sam Lawrence and Ald. Mitchell, formerly of Local Union No. 105, being the evening's high lights.

With typical Scotch hospitality our worthy president invited No. 105 to return the visit and as the invitation was accepted hostilities will be resumed at Toronto on the fourth Thursday in February. We regret that our parched brethren south of the border will not be on hand to enjoy the evening's fun.

The Daily Star job, one of the finest buildings in Canada, is nearing completion with Brother Fred Todd as foreman and Brother Edward Forsey as job steward. This job has been kept 100 per cent union, and is a credit to the efficiency and skill of the members employed in its construction. A number of other big jobs are at present under way but not wishing to hog too much space we give way for the present with the customary sincere greetings of good will to our fellow workers in all parts of America.

FRANK J. SELKE.

#### L. U. NO. 556, WALLA WALLA, WASH.

Editor:

As it is getting near the first of the month I will have to hurry up with my letter in order to get it in the next issue of our JOURNAL. Will first announce the names of our new officers for the coming



year. President, Brother Hadley; vice president, "spark plug" Milton; financial secretary, Brother Royce; recording secretary, Brother Gray; treasurer, Brother Slim Donald; foreman, Brother Biscuits; trustees, Brother Holtgreve, Barbee and Conlon.

There is not much of interest to write about at this time, most of the boys are laying off on account of old king winter holding the reins at the present time with about a foot of snow and near the zero mark every day, so it brings all work to an abrupt close, including the new Veterans' Hospital job that is about one-third done.

We are looking forward to better times in the spring, however, as there is considerable work in sight, and the architects inform us they are drafting more plans for the coming season than ever before.

We are planning a feed and entertainment for our absent Brothers stationed in Pendleton (the Round-up city), who do not get to meet with us very often. We have not set the date for this feed yet, but will be as soon as the wintry blasts subside and the highways get good again.

Our general business agent, Brother Manning, met with us two weeks ago and gave us a very optimistic report of the new jobs that were being planned for this spring and summer in a good many of the inland empire towns.

And now, Brothers, as it is about midnight, I am going to dead-end for this time and write more next month.

JIM CONLON.

**L. U. NO. 559, KENORA, ONT., CAN.**  
Editor:

I must pick up my pen and do my month's work—also write for the previous month I missed. Well, during the month of December, the annual election of officers occurred and there were a few changes. J. Koreen, our previous recording secretary, is now our president. For recording secretary, William Boyle was elected and William Ronneback was re-elected to his previous job of financial secretary. With McLaughlin getting along further, he is now the inspector and poor humble me as his substitute for his former position of foreman. But the best part of this election was the approval of McLaughlin as our one-man grievance committee and believe me he sure can do his stuff.

We also held a smoker, a very good one indeed. Local No. 1027 needn't talk about their smokers until they see ours some time. The liquid refreshments were famous—also the edibles. With the Hunky solo by Messrs H. Parks and little me, Stefanik, we almost ended our smoker into a riot. The riot was quelled down by an extra dose of liquids. However the smoker ended in the wee small hours of the morning. All that was required was a few Bromo Seltzers in the morning to straighten the boys up. The music at the smoker was supplied by T. Fairfield on the banjo, D. Luder on the saxophone, C. Hutter on the trombone and B. Code on the family violin. Cards and dice also provided bits of entertainment for the boys.

As to general news around our vicinity, there is some. Work is enough to hold the whole crew together. This month seems to be the hoodoo month for casualties. Four of our Brothers were on the sick list. Brother Barklay got friendly with a step on a pole when he fell. Drolet had a fast elevator ride down a 40-foot and Greenslade then got a "short" on primaries and an outsidie, Marlon sustained an injury to his wrist trying to get us to work. But it was useless, the truck would not budge away.

(Continued on page 96)

## Before the U.S. SUPREME COURT Special Cases of interest to LABOR

No. 41

### State Compensation Act Held Not Applicable

Where a car-loader is killed while working in the hold of a ship on the Great Lakes, his widow may not recover death benefits under the state compensation act; her remedy is limited to the Jones Seamen's Act. This was the decision of the Supreme Court in the case of Northern Coal and Dock Company v. Emma Strand and Industrial Commission of Wisconsin, reversing the decision of the Supreme Court of Wisconsin.

Mr. Justice McReynolds wrote the decision of the court.

Mr. Justice Stone wrote a separate opinion in which Justices Brandeis and Holmes concurred. They agreed in the result but not in the reasoning of the majority opinion.

Charles Strand was employed as a car-loader-man by the Northern Coal and Dock Company, engaged in mining and selling coal and in operating a coal dock on Lake Superior. He was killed while working in the hold of a ship lying within the navigable waters of the United States.

The widow filed claim with the Wisconsin Industrial Commission for death benefits under the Workmen's Compensation Act of the state. An award was allowed and the company appealed to the Wisconsin courts, claiming that the commission had no jurisdiction and that the state act could not apply, because at the time of injury which resulted in death Strand was engaged as a stevedore, and the Jones Seamen's Act, if any, should govern the case.

The Wisconsin courts upheld the jurisdiction of the commission and sustained the award. The courts based their decision on the act of Congress of March 30, 1920, which legislated with reference to the general subject matter of death on the high seas and which provided that "the provision of any state statute giving or regulating rights of action or remedies for death shall not be affected by this act \* \* \*." They held that the proper remedy of the widow was therefore under the Wisconsin wrongful death statute.

The company brought the case to the Supreme Court on the conflict between the state and federal law.

### Ku Klux Klan Loses Case

The New York organizations of the Ku Klux Klan must furnish copies of their constitutions, by-laws, oaths, membership lists, etc., to the Secretary of State of New York, according to a decision of the Supreme Court in the case of Bryant v. Zimmerman, holding

that the Walker Law of New York is not repugnant to the Federal constitution.

Mr. Van Devanter delivered the opinion of the Court.

Mr. Justice McReynolds dissented on jurisdictional grounds.

The Walker Law of New York, passed in 1923, provided that each organization, except labor unions and benevolent associations having a membership of 20 or more and requiring an oath as a condition of membership, must file with the Secretary of State sworn copies of its constitution, by-laws, regulations, oath, names and addresses of its members, and its resolutions of a political character. It also prohibited such organizations from sending anonymous communications to any person not a member and prescribed penalties to be imposed on the organizations, their officers and members who violate any of the provisions.

George W. Bryant was arrested in 1924, charged with being a member and attending the meetings of the Buffalo Provisional Klan of the Knights of the Ku Klux Klan, knowing that his organization had failed to comply with the law. He applied for a writ of habeas corpus claiming that the Walker Law was unconstitutional, but the courts of New York sustained the law.

Bryant appealed to the Supreme Court contending that the Walker Law was discriminatory, in that it did not set the same limitations on labor unions and benevolent organizations; also that it deprived him of the freedom of assembly without due process of law. The State of New York insisted that the law was a proper exercise of its police power.

In delivering the opinion of the court Justice Van Devanter stated that to be a member of a secret organization is not a privilege arising out of citizenship of the United States and the privileges and immunities clause cannot therefore be invoked in claiming that such a statute is unconstitutional. As to exemptions of labor unions and benevolent organizations, from complying with the statute, the Court held that the classification was not arbitrary but based on the distinction shown by experience between societies making secrecy a cloak for acts and conduct inimical to personal rights and public welfare, and those in which such tendency is absent.

No. 333

Malissie B. Dawson, Administratrix v. Reading Company. Supreme Court of Pennsylvania (293 Pa. 302).

Action under the Federal Employers' Liability Act. Whether an employee (a member of a gang of track repairers) who was killed while walking on the track with his back to an oncoming train, assumed the risk of his employment.

No. 346

Cook-O'Brien Construction Co. v. L. L. Crawford. C. C. A. 9th Circuit (May 28, 1928).

Action under the Employers' Liability Act of Arizona. Whether the plaintiff was an employee or an independent contractor. Whether the trial court erred in admitting certain exhibits in evidence.

No. 368

St. Louis Merchants Bridge Terminal Railway Co. v. William Van Loon. Supreme Court of Missouri (April 11, 1928).

Action under the Federal Employers' Liability Act. Whether a brakeman assumed the risk of his employment when he was knocked off a ladder by a stationary car left too near the track on a convergent track.



**L. U. NO. 559, KENORA, ONT., CAN.**

(Continued from page 95)

We had a slight power transmission line break here, otherwise everything's running O. K.

Well, I guess this must conclude my performance this month and I will have an honest to goodness querier for the readers next month. I am looking up data on it and I'll let the readers have it next month. Well, Local No. 1037, give my regards to the Street Railway gang next time they are around. I guess they will remember me. Especially Big Max and Tim Sullivan, Jack McPherson and others. So long, Brothers. Let's hear more from Irvine's pen.

MICKEY STEFANIK.

**L. U. NO. 567, PORTLAND, MAINE**

Editor:

The rent hasn't become overdue, the mortgage hasn't been foreclosed, nor any riots staged, yet on January 31, we are thrown out into the frigid mercy of a Maine winter, homeless and our address parts unknown, unless the forced activity of our trustees, augmented by a committee of seven members reports favorably on the acquisition of a new hall to a notified meeting on Friday night.

A remodeling program affects the building we have called home for the last four years and all leases expire this month, though it wasn't until last week we were certain that we couldn't renew, at least temporarily. Thus the occasion for extreme hustle and the reason we may have to occupy a lean-to.

The painters and our sister Local, No. 333, have been depending to a considerable extent on our promise to look after their interest when providing our own quarters or we could retire to a more private location at less expense.

However, having, for four years, become imbued with the domineering aspect of a landlord, many of the boys did not take kindly to the idea of a retrogressive step to sink into the oblivion of a back hall room boarder, especially since we have been assured that if suitable quarters are provided we can secure several more tenants.

Brother C. A. Smith, our esteemed everything, furnished us carefully compiled data on various halls, but since, in his own opinion, his best efforts seem to come to naught, he is confident that because of his participation that such will be the result.

Personally, I think Brother Smith greatly overestimates the feeling of animosity against him in the local, yet he surely has been handed several pats on his system that didn't contain much love. However, that is the fate of a financial secretary or a business agent and when one man aspires to both jobs he must expect them to come twice as fast.

Our present financial secretary, Brother John R. Fraser, for instance, who, before becoming a candidate for office delivered the ultimatum that he should exercise the mailed fist and rod of iron rule, and whether he has since made friends or enemies has adhered strictly to principle. So far as we can come under his jurisdiction we do it in a ritualistic manner with scripts of the constitution constantly presented to those who carelessly or otherwise violate the rules of law and order as prescribed therein, and even President Nicholson came into contact with the mailed fist method and learned to his consternation that the office of president was only a minor one in Jack's opinion when it transgressed his line of duty.

Brother Al Eagles, who has been identified with every conceivable type of labor movement and president of several organizations, including the Maine State Branch, A. F. of L.

for five years, has again appeared in harness or chassis and will attempt to navigate the Portland Central Labor Union through the next year's difficulties, if any.

Much regret has been expressed on occasion of the sudden death of Clayton McAdam, a charter member of Local No. 567, who was found dead in a hotel room in Bangor recently, where he was on a job for the G. A. Close Company of this city. Brother McAdam, in the pioneer days of this local was a hard worker for organization and while of late, as a foreman, he had taken less interest in its welfare, nevertheless there are many of his early associates left who felt considerable more than passing regret.

We have recently let down the bars long enough to let in several worthy-appearing candidates and conducted them with all import to the realm beyond the mystery of the closed circuit and have welcomed back two who have seen the error of their ways and become sufficiently repentant.

As a matter of fact we are a little bit top-heavy just now in consideration of the small amount of work usually available during a Maine winter and, while at present there is no more snow here than there is in Florida, it's a little too cold to go in bathing.

M. M. MCKENNEY.

**L. U. NO. 573, WARREN, OHIO**

Editor:

This is to let you know that the outfit of which I am a member has appointed me press secretary for no reason at all.

Now as to my ability in the advance agent field, it will have to be left up to our large membership as to whether I am to be shot at sunrise or let linger at the end of a rope.

This first letter is just an introduction, and to say hello to all the boys in general, and a few that I have known in other days.

First, I would like to hear from Frank Kelley of New Bedford, Mass., if he is in town long enough to write; also Pat Helfman of Fall River, and "Buzz" Rap of New York. Say, "Buzz," how many cops have you licked this year?

George Gooch at Detroit, are you still working?

Also the Boston Kid of Philadelphia, that worked on the Cincinnati job and Al Johnson, did you get the letter I sent? and Bradley of Pittsburgh.

Say, Rex, are you still in Panama or have the mosquitoes nicked you again?

Jack Calauhan of the First Ward, why not a letter? also tell Clem to write me as I haven't seen him since the Bramson job.

Now, I don't profess that this letter contains any news of interest, but next month I promise you that you will hear all about our outfit.

Now, if you think that in concluding this letter I am going to make mention as per custom of the fact that there's no work here you are as far wrong as the guy who thought Muscle Shoals belonged to the people.

In fact, I am going to be more conservative with space about work here than Brother Cal ever dared be.

I will say this town is getting very dry, only 75 speakeasys left to take care of 40,000 people.

Now, dear Brothers, I will stem this flow of bull until next month when I will again burst forth with all the dope of our fair city.

A. L. SPENCER.

Start a Read-the-Journal-Every-Month-Club. No dues. No officers. No obligations. No work. But three hours of pleasure and profit once a month all the year.

**L. U. NO. 575, PORTSMOUTH, OHIO**

Editor:

It has been so long since you have heard from us that I guess you all think we are dead down here in this old Ohio River town, but don't let that idea get out, because we are as much alive as ever and gaining strength as the days and weeks pass on.

Since you have heard from us we have completed a fine million dollar job, the new Masonic Temple here. We had a fine electrical installation which worked to perfection, thanks to the ability of Brothers W. Bouts, L. Drennan, H. R. Richter, O. F. Smith, E. McFarland and M. Steiner. These Brothers installed the job complete and the fine workmanship and neatness of the job speak well for these boys' ability. At the present, work is slack; we have one large shoe factory job which is keeping several of our members from the list of unemployment and as spring approaches we have several new school buildings coming on which will give us quite a bit of work which with the usual amount of new and remodeling work we receive each spring will keep us all employed.

We have here, like all other towns, I guess, a full quota of correspondence school electricians. We lose some old house wiring and small jobs to them, but we control easily 95 per cent of all the work around here, which is a good percentage considering the amount of non-union wire patchers we have here.

Awhile back we were unfortunate enough to lose Brother Zell Tower, who migrated back to his native state of Texas, after about 12 years of loyal and faithful service to Local No. 575. Loyal and faithful are terms which cannot give Zell full credit, for he was 100 per cent a union man, a fine and skilled mechanic and a friend to all. We feel our loss and extend our best wishes to Zell way down there in the Lone Star state.

Six of our apprentice boys recently finished their time and were given the final examination and as the grades have not been given out it is a safe bet to say that they all passed as all have splendid reputations as mechanics. Two of the boys previously had been recommended for advancement by the contractors for whom they worked. Down here we meet every Friday night and if the radio happens to be too good to leave or the moon is shining bright which usually calls for a date with the only girl or someone else's girl, the Brother absent can bet one thing and that is he is out 50 cents. We fine each member 50 cents per meeting night missed and it is either pay or come to meetings, for the only excuse accepted is sickness or death.

And believe me you have to be good and sick or real dead, not dead drunk to escape paying 50 cents; the writer can vouch for that, because he happens to be a service man on electric refrigeration in this land of the eighteenth amendment, where every one wants their bottled goods, oh yes, and foodstuff kept good and cold right now and always. I am often detained on the job or out of town on meeting nights and each night missed means four bits. But there is a way to look at the fine that takes the sting out of it, every time a Brother attends a meeting he does some good for the local, perhaps he makes some suggestion or makes some motion that benefits the local. Any man with sound common sense and judgment will do his local some good by attending and if he can't attend he can certainly donate 50 cents worth of financial aid to his local. You Brothers of other locals who read this try the "fine system" for non-attendance based on the above view and see



what a great help it will be to your local. It has helped No. 575 wonderfully. Oh yes, by the way, after the close of each year we have a banquet for the local, the expenses are paid for from this non-attendance fine fund. We have another such banquet on deck for Saturday, January 26, and believe me Brothers, there is a grand time in store for us judging from the banquets we have had in the past.

There are only two reasons why a person did not get enough to eat or have a good time, first, a case of lock jaw and second, non-attendance. Plenty to eat and drink, well, maybe I should not have mentioned the last and maybe I meant drinking water and maybe I did not. Plenty of music, some clog dancing by our most efficient business agent, Gordon Freeman, and we finally get our old stand-by, Brother Louis Drennan, wound up to tell us jokes and believe me Brothers he can make either of the Two Black Crows look like a hair lipped girl at a beauty contest when it comes to good jokes and wise cracks. There, Brothers, you have a general description of one of our banquets and so we must bring this all to a close and sign off with the best of wishes to all the Brothers of the I. B. E. W.

E. L. MINCH.

#### L. U. NO. 584, TULSA, OKLA.

Editor:

Well, readers, it looks like you are going to have to put up with the same old scribe another year. The local failed to elect a new one for some reason.

We are now enjoying the five day week. Enjoying is the right word; the first Saturday of the new year was that kind of a day. Woke up and found ice all over the ground. Sure was fine to turn over and go to sleep again.

The unemployment situation here has been tense for some time now. A great many of our members have been loafing during the winter. We are hopeful of some improvement in the spring at least. For some reason we are not getting the amount of work that we should. A ten story building goes all the way with one journeyman and a helper.

Brother Dan Tracy, our I. V. P., was in our meeting during the past month. Dan has a host of friends here and we are always glad to have him with us.

Our annual election is over and we have some new faces in power but we re-elected Brother Vaughn as president, and the Swede was re-elected to take our money and issue our receipts. A new executive board was elected with the exception of Brother C. F. Dunbar, who was retained. Brother C. J. Lines was elected as vice president, so when the president is busy we don't have to salute a pair of shoe soles, if you know what I mean.

I wonder what has become of our Brother scribe, Woodall, of our sister Local No. 1002. He has been absent from our last two issues. We hate to see so many of our old regulars missing. Hope to see some of them back with the coming year. Would like to read some more stuff from the Copyist, and others, too numerous to mention.

Glad to see Bob Keck brought in out of the cold and the dark. Duke, I appreciate the kind words, but if I could write as easy as you seem to, then we'd have a real scribe in No. 584. If you ever bring your traveler out this way, I'll resign in your favor. Guess you wonder if that is a threat or a promise.

If any of you Brothers failed to read Rev. Maguire's speech, delivered before the New Orleans convention of the A. F. of L.,

## The Proper Care and Feeding of Your Baby

By J. Rozier Biggs, M. D., Medical Director,  
Union Cooperative Insurance Association.

Published in the interest of better babies and happier homes by the Union Cooperative Insurance Association, Incorporated, Machinists' Building, Washington, D. C.

### Weaning

Do not wean or give the baby any other food without the advice of a physician.

If the mother becomes pregnant, or has any serious or severe acute illness, the baby should be weaned.

Under all other circumstances, if the baby is thriving normally, nursing should be continued without other food until he is eight months old. At eight months, orange or other fruit juice may be given, especially if there is constipation, and at nine months once and later twice a day just before nursing. Orange juice may be given as early as the sixth or eighth week, especially when the baby is bottle fed.

If, after a few months, the mother has not quite enough milk for the baby, she should not wean him, but give a bottle at alternate nursings, or better still nurse at regular intervals and follow immediately with a bottle feeding large enough to satisfy the baby's appetite.

The baby soon tells by his actions if he is satisfied. He drops off to sleep quietly, or lies awake happy and contented. If he is regularly fussy and fretful after nursing one may be sure that he is hungry and not suffering from colic.

Weaning should be done gradually, if possible, by giving the baby at first one and later two or more feedings from a cup or bottle in place of a nursing.

and which was printed in the January issue, you missed something worth hunting up and reading. I think some of you only read the local letter because the only comment I ever hear on my letters is when I chance to miss an issue. I'll tell you, Brother Editor, mix 'em all up some time so they won't run in rotation. Then the readers will have to hunt for what they want to read and in so doing will run across some of the other scribe's offerings.

Several of our Brothers are on the sick list, among whom we note Brother Twilley and Brother Reese, two of our old timers; Brother Miller is in the hospital and Brother Dugger was at our last meeting after an absence of several weeks. Brother Goodwin had part of a thumb amputated. The writer was laid up for several weeks.

The Public Service Co., of Oklahoma, is now occupying its new office building, a six-story building at Sixth and Main Streets. The electrical installation here was in the hands of the Allen Electric Co., and the work was done by our members. We enjoy very friendly relations with the Public Service and have done practically all of their power plant and switching station work for several years. And we hope for some more work in the future.

Well, Brother Editor, here's hoping the JOURNAL gets bigger and better as the years roll on; and that you don't have much more trouble with your job than I've had getting this letter out. My darned old pipe's gone out again so I guess I'll call it a day.

S. A. KING.

The number of feedings should be gradually increased until the baby is taken entirely from the breast at 11 or 12 months.

If the baby is weaned before eight months he should be taught to take the bottle; if after eight months it is better to teach him to drink from a cup, or feed him from a spoon.

If possible, weaning during the summer months should be avoided.

### Artificial or Bottle Feeding

There is no perfect substitute for breast milk.

Clean, fresh cow's milk, properly modified, is the best substitute available.

Prepared infant's food should be avoided; they are not fresh; they are expensive, and the babies fed on them are more liable to be sick than those fed on cow's milk.

### The Milk

Only clean milk from a clean milkman should be used for the baby and it should be kept clean in your home.

The baby needs the freshest milk you can get, but not the richest milk.

If possible, only certified or pasteurized milk delivered in bottles should be used—certified milk when you can get it.

Dipped or loose milk is never clean and never quite safe; dirt and flies are likely to get into it.

When received, the milk should be put immediately on ice and kept there. Warm milk readily spoils and spoiled milk may make the baby sick.

One should never leave an open pitcher for the milkman to pour milk into.

One should never allow milk to stand about the house in open vessels nor on the steps in the sun.

Not only the bottles and dishes used, but the hands of the mother should be clean before preparing the milk.

(To be continued)

#### L. U. NO. 586, HULL, QUE., CAN.

Editor:

Tonight we are having a bit of real Canadian winter, the heaviest snow of the season. We have had a real mild winter with the exception of a few cold days.

Work is still holding good in the city, only one man reported out of work at the last meeting but I trust he has been placed since.

We are opening a campaign for members just now. We plan to hold a series of open meetings as well as getting after the individual. The committee that is carrying on this work consists of Brother George White, chairman, and Brothers Smith, Love, Rivers, MacMartin, Young and Pomeroy. We are getting out pamphlets for distribution among the electricians of the city.

The meetings have been fairly well attended lately which has been encouraging. Some very hot discussions take place which makes the meetings interesting. Our greatest trouble is to get the outsider interested enough to join us.

The time has nearly come to sign up the Dominion government job, the "Confederation Building," which will be ready for electrical work in a month or so. As soon as Brother Broderick, our International Representative, gets back from Halifax, N. S., we will draw up an agreement with the Canadian Comstock Company, of Montreal, who are doing this job.

A new job is starting this spring at Buckingham, Quebec, about 30 miles from here. MacLarns, Ltd., are building a paper mill



and power station. This will be another conquest for us.

Everything is moving along in the usual trend so there is not much news for the scribe to check off, so we'll sign off until next month.

C. B. POMEROY.

#### L. U. NO. 595, OAKLAND, CALIF.

Editor:

The undersigned drew the assignment to write the next letter as a follow-up to Brother Gene Gaillac's able contribution to the January issue of the JOURNAL under Press Secretary Rockwell's unique plan to have Local No. 595 appear as a regular contributor in our monthly publication.

Brother Rockwell informed me that he was liberality-plus when it came to censorship rules. "Just make it interesting—thank Gaillac—and watch your spelling."

In the January issue of our JOURNAL mention is made of the organizing campaign now being conducted in No. 595's jurisdiction. In this connection Brother Gaillac spoke in terms of applications and the number of new members initiated—the policy under which they were taken in and the many other new members we hope to obtain in the near future as a result of the preliminary efforts put forth. Inasmuch as the writer is assisting Business Representative Stallworth in carrying out this work he would rather write about other activities of Local No. 595 and let Brother Rockwell's assistant for next month pick up where Brother Gaillac left off.

Along with the organizing work now being carried on, the executive board and conference committee, together with the business representative and organizer, decided on a policy of closer co-operation with our sister locals in this vicinity, feeling that the establishment of closer contacts with the locals in this district would make easier the solving of the many problems arising through contractors and members crossing imaginary lines. As a result of this policy our executive board and business agent have exchanged a number of visits with Local No. 302 of Contra Costa County. As a result of these visits with 302 the executive board and business agent of No. 595 received an invitation to attend an open meeting of all crafts held in Martinez in January. The purpose of the meeting was to stimulate interest in organizing work of all unions. I am pleased to report that 302 was well represented and that six of No. 595's membership traveled 35 miles to do their share in carrying out the good work.

To the north of us, thanks to the keen interest Local No. 302 has taken in their economic responsibilities, conditions have greatly improved in our craft during the six months and at this writing it is a pleasure to report that negotiations are now under way for the establishment of the five-day week. To the west and south of Oakland we have likewise joined hands with our sister locals. Three months ago our executive board attended the monthly meeting of that body representing the joint boards of Nos. 6 and 151 of San Francisco, No. 617 of San Mateo and No. 332 of San Jose. In January we journeyed to San Mateo to attend a like meeting. Also in Oakland a similar policy has been adopted with Local No. 50. Within recent months several visits have been exchanged with No. 50, during the course of which questions of craft interest have been discussed and settled to the mutual benefit of both locals.

All these meetings have been fruitful of much good and hold forth the promise, if continued, to do away with all future jurisdictional disputes and technical violations

of the constitution which in the past have caused so many unnecessary misunderstandings and attendant ill feelings.

For several years past our policy has been one of isolation. Not with malice aforethought, but just because, like so many locals, we forgot. In the past we were not familiar with the exact conditions existing in adjacent territory. Many times we guessed or just heard through a traveling Brother, but now, as a result of our many friendly meetings with nearby locals we receive our information first hand and keep the other locals posted on just what No. 595 is doing. As a result of the friendly contacts established through these meetings, Brother Stallworth informs me that his work many times in straightening out jobs of inter-city contractors has been made much easier. Such policy is another way of saying co-operation. Too much co-operation we can never have and if such meetings are continued we feel that resultant good will accruing therefrom will go far in placing all locals on a firmer and more permanent basis of brotherly understanding.

Local No. 595 also took a hand in politics recently. Brother Stallworth took the initiative in this respect last summer. How he got the bridge tenders a \$10 monthly raise by interesting the local in the supervisory election; how he got the boys interested in the re-call election of the city councilman having jurisdiction over members working in our craft; how this successful political maneuvering affects the position of No. 595 makes a very interesting story. I could tell it but I know Brother Rockwell wants that subject reserved for his next victim.

Trusting that my initial effort will pass censorship and with my best wishes for the continued success of the JOURNAL.

S. E. ROCKWELL,  
Press Secretary.  
A. H. FEELY,  
Scribe, Pro Tem.

#### L. U. NO. 656, BIRMINGHAM, ALA.

Editor:

Just a few lines to let the Brothers know that Local No. 656 is still doing business at the same old stand, in spite of the terrible amount of flu now prevailing and flu medicine is awfully scarce and hard to get. Several of the boys are off with this popular habit now.

Things are looking grand for the new year in and around Birmingham and will brighten up soon with the Pullman Co. building a car plant in this district, and the Goodyear Rubber Company locating at Gadsden, Ala.

Would not advise any of the Brothers heading for Birmingham just now until first getting in touch with business agent at this point and find out actual conditions here, and at Gadsden.

Local No. 656 is, and always has been, glad to extend a glad hand to all Brothers.

As I have been absent so long from the JOURNAL, trust you will give this note all due credit.

With best wishes to the order, JOURNAL and yourself, and kindest regards to all Brothers.

LEWIS A. MONTGOMERY.

#### L. U. NO. 681, WICHITA FALLS, TEX.

Editor:

Well, Brothers, I bet you wonder that there is such a union as ours in existence, since we have not been in these columns for so long. But we are here and holding our own—and maybe more. We started the New Year right by signing up a new agree-

ment with the bosses. This embodies the same scale as we had last year—\$10.48 per day—and trimmings to suit. We have nearly a 100 per cent town here as far as electrical workers are concerned. We have six out of seven shops signed up. The seventh one does a fixture business but very little wiring. The prospects are that we will have him in the fold before long.

We are members of the chamber of commerce. Most of the other crafts belong to that organization, too. We find that the public will welcome labor as part of the civic organization of a city if labor will step in and put their shoulders to the wheel. We have two labor delegates on the program of work committee of the chamber of commerce for 1929. This puts us in a position to keep unfair business from prospering in our city. The indorsement of organized labor by the chamber of commerce outlaws the open shop in industry and makes it difficult for them to operate. All labor has been more active here since all unions got together and formed what we call the Labor Forward Committee. This body includes the Railway Brotherhoods and operates under the authority of the Central Trades and Labor Council.

Maybe some of you distant Brothers heard the program the committee put on and broadcast over Radio Station KAKO on November 15. We are sold on the idea that union labor must be advertised in order to be sold, the same as other commodities. Station KAKO is operated by the National Security Life Insurance Company and is available to us at any time for any publicity which we want to disseminate and we don't have to decorate it either.

We elected a press secretary along with our new officers and he is starting the New Year right by getting out a letter pronto. Our new officers are: President, J. C. Sprecker; vice president, Neil Keith; recording secretary, Benjamin Littiken; secretary-treasurer, H. J. Albie; first inspector, "Dutch" Kessel; foreman, William Pendelton; trustee, Ed. McDaniel; executive board, Ed. McDaniel, A. N. Oechsner, Neil Keith, Robert Brewster and W. E. Archer; press secretary, W. E. Archer.

We elected an arbitration and grievance committee to meet with a like committee from the contractors, for the purpose of straightening out any difficulty that may arise between the contractors and the union before misunderstandings arise, and for the purpose of devising means to further the welfare of the electrical trade in general.

Business is not very fast here but we are getting practically all of it, so we manage to keep the proverbial wolf away from the door. Let us hear from some of you Brothers about your experiments with joining the chambers of commerce. No, we don't think we would have much success with it without an active delegate in that organization. See you again next month.

W. E. ARCHER.

#### L. U. NO. 716, HOUSTON, TEX.

Editor:

Local No. 716, Houston, Tex., conducted its annual election of officers, on December 26, 1928, and the following were chosen:

President, A. G. Ellis; vice president, C. V. Forester; recording secretary, C. L. Bryam; financial secretary, George E. (Eddie) Wood; treasurer, I. T. Saunders; press secretary, Charles Saxe; first inspector, C. Lauricello; second inspector, Charles Piersol; foreman, E. Farren; trustee, J. C. Brammer; executive board, W. R. Luckie, George R. Wolfram, E. G. Cunningham and H. Quinn; examining board, H. B. Ayres, R. H. Brittin, R. W. Ames, F. D. Nias and J. D. Walton; delegates to the labor council, A. G. Ellis, I. T. Saun-



ders, H. A. Hood, Ross Webb and S. H. Ewell; delegates to the building trades council, E. G. Cunningham, I. T. Saunders, Donald Kennard and J. C. Williams; business manager, I. T. Saunders; adjustment board, I. T. Saunders and Donald Kennard.

All of these Brothers have been faithful and hard workers and have helped put the organization where it is today; chief among them is I. T. Saunders, who has been re-elected business manager, owing to his great interest in the welfare of Local No. 716 and the labor movement as a whole. His high ideals and experience in labor matters make him a valuable asset to our local, and without his aid no doubt we would not have such a sound footing as we have today.

Being the new press secretary I am not well versed in writing these monthly letters, but it is my hope in the future to give our local as much recognition in your publication as any such organization with headquarters in as progressive a city as Houston, Tex., should have.

CHAS. SAXE,

*Alias, "The Original Oil City Kid."*

#### L. U. NO. 719, MANCHESTER, N. H. Editor:

On finishing our installation of officers for 1929, Local No. 719 of Manchester, N. H., held a lunch and smoker. There was a good attendance and a few visiting Brothers (I mean local members who only get out when there is a feed).

Business of importance was discussed, and much interest shown, but it seems too bad we have to give the Brothers their supper to see their smiling faces two meetings a month.

Brother Joe Gifford, (although no relation to Houdini) performed a few tricks which amused the members. Brother Morse acted as his assistant. Well, to make a long story short, Joe is very fond of pickles, and he had no trouble in making them disappear.

I might say the absent members don't know what they missed, and as another such night is to be held in the near future, Brothers should get around more often and they'll have nothing to regret.

We meet on the second and fourth Wednesdays, at the same place and at the same old time.

RICH.

#### L. U. NO. 734, NORFOLK, VA.

Editor:

Here's proof that the JOURNAL is read by "our gang." They tell me that I failed to mention in my last letter, that John Smith (Capt. John) was also one of the leading men on the "Defiance" job.

I haven't worked on the "Defiance," so you will have to charge the omission to my ignorance.

John is a quiet, easy-going fellow and doesn't crave publicity, but he will have to endure this much anyhow.

Our recording secretary, Jerome Hawkins (nicknamed "Onion Head"), returned from a trip, recently, in conference with the Navy Yard Wage Board in Washington, and he reports that we are highly complimented on our efficiency as yard workers.

That is pleasant news, but we feel disappointed with the last wage adjustment (one cent per hour increase). Maybe we will get better results later.

We believe we have the good will of our new commandant, Admiral Cluverius, and manager, Capt. DuBoise. (I guess I have the names spelled right.)

Some of the workers are slow about joining our local. They claim that it is not necessary to join, in order to work in the

yard, and that we can't strike. That is true, but we don't want to strike. There are more intelligent ways of improving conditions.

They also contend that joining will bar them from working in non-union shops, if they should be discharged from the yard.

They are the kind who make non-union shops possible. They don't object to accepting conditions as they find them, without cost to themselves, after we have spent time and money to create those conditions.

Employers are not doing business for our benefit. They are organized for their own protection.

Where Big Business kills Little Business, what can the wage-earners expect?

So-called "labor saving" machinery should be called "capital saving" machinery. Labor gains nothing by it.

We must decide between organization and pauperization.

The non-union worker reminds me of the yarn about Skeeter Perkins who was being entertained by Mrs. Jerry Brown, during Jerry's absence. She thought she heard Jerry coming in, and she hid Skeeter in an empty trunk. But it wasn't Jerry. It was Buck James, another one of her boy friends. Buck hadn't been there long before Jerry did arrive, and wanted to know what Buck was there for. Mrs. Brown, quick as a flash says, "He wants to borrow that empty trunk." Jerry says to Buck, "Take it, and get out, before I kick you out."

A short distance from the house, Buck lowered the trunk from his shoulder and remarked to himself, "Danged if this ain't the heaviest empty trunk I ever lifted, but I sure did get out of that mess easy." Out jumped Skeeter and says, "Big boy, you didn't get out half as easy as I did." I'll stop now, and let George Imel tell one. He's full of 'em.

AL. SPALDING.

#### L. U. NO. 773, WINDSOR, ONT., CAN.

Editor:

It has been some time since any correspondence from this local has appeared in the JOURNAL, but that does not signify that we have been dormant in this vicinity.

Our immediate past press secretary has been very busily engaged in organization work for some months past which may account for his neglect to communicate with ye Editor and sister locals.

This organization work has been carried to a high state of perfection, for we now have a community that is as nearly 100 per cent union (electrical) as is possible to attain.

I speak of a community because there are several cities here on the border, known as "the border cities" and our boys work in all of these under the same conditions.

Our relations with our local contractors are very satisfactory. To our knowledge there is not at present the least friction between the two organizations. Just now there is only one outside firm doing work in "the border cities" but as they are an absolutely fair firm we anticipate no trouble from that quarter during their sojourn.

Following our recent election and installation of officers, several new faces appear in different offices, while quite a few Brothers were returned for second terms. Those who succeed themselves to office are as follows: Brother Clarke, president; Brother MacFarlane, financial secretary; Brother Hope, recording secretary and business agent; Brother Meharry, treasurer; Brother Fraser, first inspector.

Brother Evans was elected to executive board and Brother Robinson, three years, trustee.

Toward the latter part of the evening of our election our worthy business agent, George Hope, was called upon to assist another Brother do an errand which kept them down street a little while. During his absence a surprise was planned for Brother Hope and his good wife.

In recognition of the valuable services rendered to Local No. 773 by Brother Hope and in view of the fact that Mrs. Hope has always been faithful in attending innumerable phone calls, it was deemed fitting that each should receive some token of our appreciation. Accordingly a committee was appointed to secure appropriate gifts to be presented on the night of installation of officers.

It all came as a complete surprise to Brother Hope just as the boys had planned. Needless to say Mrs. Hope also received a very pleasant surprise when she saw the fine electric percolator George had brought home. The next morning, however, while they were at breakfast, and perhaps commenting on the big difference in the taste of the coffee, their small daughter, Helen, appeared on the scene. She was immediately invited to come and see what the Electrical Union had sent "mama" for answering the telephone.

After gazing a few moments at the shining new object, she turned an inquiring gaze to her father and observed: "Well, daddy, I answered the telephone a lot, too, what do I get?"

The joke was out the next day and one of our sisters heard it. She promptly set about to dress a beautiful doll which was not long in finding its way into little Helen's arms.

Thus another "helper" was added to the organization.

Well, Brothers, this is my first attempt at writing for publication so I think I had better do the fadeaway until next month, at least. If I see this letter in print next month I can take it for granted that such stuff is permissible and I'll be ready to take another chance. With best wishes to you all.

BOB SHELLABARGER.

#### L. U. NO. 794, CHICAGO, ILL.

Editor:

The press secretary, being duly and legally chosen at the last election, as were the other officers of Local No. 794, I. B. E. W., he will now endeavor to do as he was told and raised his right arm, to wit, spread the gossip.

Local No. 794, composed of the former Locals No. 797, 793 and 794, and having a large and varied jurisdiction, on the whole has had a fairly successful year considering the handicaps encountered in the railroad business, namely lack of interest on the part of both members and non-members.

Our jurisdiction at present consists of three classifications, organized, partly organized and unorganized; we have tried to overcome the unorganized part, but due to the indifference of unorganized, our success has not been very phenomenal to date, but we still hold faith in miracles; the darkest intellect has occasional flashes of human intelligence; so there is still some hope.

The writer opines from what he sees and what information he can gather that there has been a slow but very decided change for the better during the past year, but the good work has only started after a lapse of nearly six years since the memorable days of 1922.

Most of our men have been sliding along in a comatose state and letting George do it since 1922, and it behooves them to wake up and show some of the fighting spirit of government days. Do we have to have another World War to awaken interest in



organization? or maybe a little back time will do it. Try and get it in your present state of coma and with your present tactics.

We are disciples of consolidation as the composition of this local indicates and intend to advocate same wherever possible. One or two large locals in a district like Chicago insures a larger attendance at meetings, promotes intelligent discussion on a greater scale and gives a greater impetus to local union affairs; further, it relieves one or two members of making and seconding all the motions, serving on all committees, and then being accused by the card men of felonies too numerous to mention.

The adage that said good things come in small packages, does not apply to railroad local unions as experience has demonstrated only too clearly, for the reasons as before stated and numerous others, only too plain to anyone who stops to think. Consolidation within reasonable limits creates strength and a healthy independence all around and that is surely what is needed by our railroad brethren now and always.

#### Local News

Our worthy recording secretary, Brother Beggs, has departed for the land where Johnny Walker may be obtained and consumed with a clear conscience. Brother Beggs has been an energetic and faithful officer and member and the officers and members of No. 794 wish him the success he merited.

Brother C. A. Latham, our financial secretary de luxe, has returned from the New York City Lines conference in New York, and being thoroughly domesticated says, that one chop at home is worth a loin elsewhere.

Brother W. C. Bell, our president and custodian of our parliamentary law and others, is also with us again after an absence of a month in consultation with the medical profession and looks fit for anything.

J. J. BOYLE.

#### L. U. NO. 873, KOKOMO, IND.

Editor:

As nothing has appeared in the WORKER from these parts for a year, I will try to let our former members and friends in other locals know how things are going. We had a nice job coming up, a new courthouse, but someone "shorted it out" and now it is up to the supreme court and you know how long that will take.

We have formed a Building Trades Council and it looks as if things would line up pretty good for this year. This town of 40,000 was struck an awful blow about four years ago by the loss of two large automobile factories and it is just coming into its own once more, and I am sure that the Building Trades Council is going to help our local by getting rid of the curb stoners who have been getting all the small work for the past three years.

We held our regular election of officers with the following result: Brother Shamo, president; Brother Hoppes, vice president; Brother Buckner, financial secretary; Brother Burkhalter, recording secretary; Brother Fivecoats, inspector.

In looking over the WORKER I saw a letter from Brother O. B. Thomas, of L. U. No. 1154, and I read it with great interest as I always do. I know the locals in southern California have had a hard battle and are to be congratulated for the progress they have made against such great odds. I hope the Boulder Dam will help them. And by the time the dam is well started, they will have

airplane service between Las Vegas and Los Angeles, making the trip in about three hours, and that won't be so bad.

Here is hoping the Editor does not throw this in the waste basket.

N. E. BOURNE.

#### L. U. NO. 948, FLINT, MICH.

Editor:

Nineteen Twenty-eight has passed into history, and while this local has enjoyed a very prosperous year, we also see as we turn back the pages where we might have made more of our opportunities, but a new year lies before us, with new opportunities, so let's profit by our mistakes of the past and do better in the future.

Let's all put our shoulders to the wheel, and fight for what is rightfully ours.

We have before us, at the present time a great opportunity—the Boulder Dam, that has taken a seven year fight to become a reality. Let's ask ourselves this question—supposing this great job went RAT? What effect would this have on organized labor? What a great advertisement this would be for the non-unionist.

Are we going to sit still and let this job go to the ever alert monster which in its greed for the mighty dollar has no respect for humanity, which would break down our working conditions, cut our wage scales and trample us underfoot?

By all means, NO!

Let's bear in mind that fact that it was largely due to the agitation of the I. B. E. W. and the American Federation of Labor that this great achievement of modern industry has become a reality. So through co-operation, when this great monarch of power spans the Colorado, let's see to it that it bears in capital letters the Union Label.

GEORGE E. STAFFORD.

#### L. U. NO. 1037, WINNIPEG, MAN., CAN.

Editor:

Just had a few minutes scrutiny of the January JOURNAL and, as I have a sort of weakness for reading the correspondence first—no disrespect to your editorials, Brother Editor—I go back to them. Brother Ed. Dukeshire's letter from L. U. No. 245, Toledo, struck me very forcibly. Really, Brother, I am surprised that you have that sort of animal so prolific in your territory. I thought that they were peculiar to Canada only and especially so to Winnipeg. They drift in with a belt and a pair of spurs, a lot of gall—lots of the latter and sometimes neither of the former—and a tale of woe that would turn an army mule green with envy. They get a job and go to work at the top wages which the local has secured for them. This bird is the biggest howler if the boss or any of his representatives do not live right up to the agreement. He is always broke and only too ready to tell all about the raw deal he had handed him in Toledo or New York or Timbuctoo, but just as soon as he gets his first pay he will square up. Another yarn is: "Well, I don't think this job will last long and I've got to have a few dollars to see me through the winter." If you boys will just be a little easy till he gets on his feet. Didja ever hear those yarns, Brother Duke? Didja ever see a gaunt hog underneath an oak tree gorging himself with acorns without one look up to the tree which had been the means of so plentifully filling that aching void? He cleans up the acorns and passes on to the next tree looking for more. So is our wandering lineman without a card—dependent on the steady plugger who spends his time and money in creating conditions

and good wages that others may reap where they have not sown. The closed shop is the only solution that I know of, but is very hard to get. To obtain that we must show the employer that it is to his interest as well as ours that he employ no one but the men who carry cards, and we have a lot of educating to do yet before we reach that stage.

If this happens to meet the eye of International Vice President, Brother E. Ingles, or Brother Jack Noble, of Toronto, if they are not too busy amongst the "wise men of the east," I believe a little organizing could be profitably engaged in this coming spring in Winnipeg.

Last meeting we installed our officers and they are a likely looking bunch. A whale of a cold night kept a lot at home but nevertheless we had a good turnout.

January has been a pretty cold month and Stanley Fogg, who chases bugs of the toll lines out of Winnipeg, was telling me that he was up a 35 pulling up a No. 8 copper and the sweat gathered on his nose in a large drop. He had a jackstrap in each hand and the drop of sweat fell. It froze hard before it had gone six inches and gathering white frost as it descended it had reached somewhat large proportions before it struck the ground with a crash and broke, the pieces flying in all directions, mostly upwards, and breaking four more wires. Now don't blame me—that's the way "Stan" told it to me, but he is an awful liar anyway, so you will just have to believe it or not.

Local No. 1037 and the entire Brotherhood, I am sure, will join in extending to Brother A. A. Miles, our recording secretary for many years, our deepest sympathy in the loss of his mother, who died January 19.

IRVINE.

#### L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

"All aboard!" Local Union No. 1141 is now headed for a trip through the year of 1929. At this writing we have just elected a new crew of officers for the year, and all are working in harmony with the members. If our problems work out as well later on as they are now worked out, we will wind up the year with an increased membership, working conditions better and more work with union wire twisters on the job doing the work.

I will now introduce the newly installed officers as follows: President, Harry Hoch; vice president, Lee Courtney; recording secretary, F. N. Monday; financial secretary, H. R. Fees; treasurer, J. G. Williamson; first inspector, Robert Brown; foreman, Richard Tatum. Board of trustees: W. H. Hicks, H. Hoch, and B. J. Grimsly. Executive board: J. E. Young, Joseph Dasbash, F. N. Monday, W. E. Russell and H. A. Peterson.

In conjunction with the inauguration of the new officers the entertainment committee gave a banquet for the members present. A variety of sandwiches and cakes with coffee and cigars were spread galore. There was plenty left over and everybody had more than his fill. The committee surely did things up brown and I want to say they surely know their polarity.

I almost forgot to mention in the above list of our new officers the new business agent. Introduction as follows: Brother B. J. (Baldy) Grimsly. I am informed that he has a few tricks in the bag for organizing men. So I am anxiously waiting to see what kind of a conjuror he is. Good luck to him. May he bluff the storm of being a business agent.

MONDAY.





"LIBERTY'S A GLORIOUS FEAST"—BURNS

Should he make the farmers sack the lot and get in other labor? But where? Agricultural laborers were made, not born. And it took a deuce of a lot of making, at that! Should he suspend wages till they withdrew their demand? That might do—but he would still lose the hay. The hay! After all, anybody, pretty well, could make hay; it was the least skilled of all farm work, so long as the farmers were there to drive the machines and direct. Why not act vigorously? And his jaws set so suddenly on a piece of salmon that he bit his tongue. The action served to harden a growing purpose. So do small events influence great! Suspend those fellows' wages, get down strike-breakers, save the hay! And if there were a row—well, let there be a row! The constabulary would have to act. It was characteristic of his really Norman spirit that the notion of agreeing to the demand, or even considering whether it were just, never once came into his mind. He was one of those, comprising nowadays nearly all his class, together with their press, who habitually referred to his country as a democratic power, a champion of democracy—but did not at present suspect the meaning of the word; nor, to say truth, was it likely they ever would. Nothing, however, made him more miserable than indecision. And so, now that he was on the point of deciding, and the decision promised vigorous consequences, he felt almost elated. Closing his jaws once more too firmly, this time on lamb, he bit his tongue again. It was impossible to confess what he had done, for two of his children were there, expected to eat with that well-bred detachment which precludes such happenings; and he rose from dinner with his mind made up. Instead of going back to the House of Commons, he went straight to a strike-breaking agency. No grass should grow under the feet of his decision! Thence he sought the one post-office still open, despatched a long telegram to his agent, another to the chief constable of Worcestershire; and, feeling he had done all he could for the moment, returned to the "House," here they were debating the rural housing question. He sat there, paying only moderate attention to a subject on which he was acknowledged an authority. Tomorrow, in all probability, the papers would have got hold of the affair! How he loathed people poking their noses into his concerns! And suddenly he was assailed, very deep down, by a feeling with which in his firmness he had not reckoned—a sort of remorse that he was going to let a lot of loafing blackguards down onto his land, to toss about his grass, and swill their beastly beer above it. And all the real love he had for his fields and coverts, all the fastidiousness of an English gentleman, and, to do him justice, the qualms of a conscience telling him that he owed better things than this to those born on his estate, assailed him in force. He sat back in his seat, driving his long legs hard against the pew in front. His thick, wavy, still brown hair was beautifully parted above the square brow that frowned over deep-set eyes and a perfectly straight nose. Now and

again he bit into a side of his straw-colored moustache, or raised a hand and twisted the other side. Without doubt one of the handsomest and perhaps the most Norman-looking man in the whole "House." There was a feeling among those round him that he was thinking deeply. And so he was. But he had decided, and he was not a man who went back on his decisions.

Morning brought even worse sensations. Those ruffians that he had ordered down—the farmers would never consent to put them up! They would have to camp. Camp on his land! It was then that for two seconds the thought flashed through him: Ought I to have considered whether I could agree to that demand? Gone in another flash. If there was one thing a man could not tolerate, it was dictation! Out of the question! But perhaps he had been a little hasty about strike-breakers. Was there not still time to save the situation from that, if he caught the first train? The personal touch was everything. If he put it to the men on the spot, with these strike-breakers up his sleeve, surely they must listen! After all, they were his own people. And suddenly he was overcome with amazement that they should have taken such a step. What had got into them? Spiritless enough, as a rule, in all conscience; the sort of fellows who hadn't steam even to join the miniature rifle-range that he had given them! And visions of them, as he was accustomed to pass them in the lanes, slouching along with their straw bags, their hoes, and their shamefaced greetings, passed before him. Yes! It was all that fellow Freeland's family! The men had been put up to it—put up to it! The very wording of their demand showed that! Very bitterly he thought of the unneighborly conduct of that woman and her cubs. It was impossible to keep it from his wife! And so he told her. Rather to his surprise, she had no scruples about the strike-breakers. Of course, the hay must be saved! And the laborers be taught a lesson! All the unpleasantness he and she had gone through over Tryst and that Gaunt girl must not go for nothing! It must never be said or thought that the Freeland woman and her children had scored over them! If the lesson were once driven home, they would have no further trouble.

He admired her firmness, though with a certain impatience. Women never quite looked ahead; never quite realized all the consequences of anything. And he thought: "By George! I'd no idea she was so hard! But, then, she always felt more strongly about Tryst and that Gaunt girl than I did."

In the hall the glass was still going down. He caught the 9.15, wiring to his agent to meet him at the station, and to the impresario of the strike-breakers to hold up their departure until he telegraphed. The three-mile drive up from the station, fully half of which was through his own land, put him in possession of all the agent had to tell: Nasty spirit abroad—men dumb as fishes—the farmers, puzzled and angry, had begun cutting as best they could. Not a

man had budged. He had seen young Mr. and Miss Freeland going about. The thing had been worked very cleverly. He had suspected nothing—utterly unlike the laborers as he knew them. They had no real grievance, either! Yes, they were going on with all their other work—milking, horses, and that; it was only the hay they wouldn't touch. Their demand was certainly a very funny one—very funny—had never heard of anything like it. Amounted almost to security of tenure. The Tryst affair no doubt had done it! Malloring cut him short:

"Till they've withdrawn this demand, Simons, I can't discuss that or anything."

The agent coughed behind his hand.

Naturally! Only perhaps there might be a way of wording it that would satisfy them. Never do to really let them have such decisions in their hands, of course!

They were just passing Tod's. The cottage wore its usual air of embowered peace. And for the life of him Malloring could not restrain a gesture of annoyance.

On reaching home he sent gardeners and grooms in all directions with word that he would be glad to meet the men at four o'clock at the home farm. Much thought, and interviews with several of the farmers, who all but one—a shaky fellow at best—were for giving the laborers a sharp lesson, occupied the interval. Though he had refused to admit the notion that the men could be chicaned, as his agent had implied, he certainly did wonder a little whether a certain measure of security might not in some way be guaranteed, which would still leave him and the farmers a free hand. But the more he meditated on the whole episode, the more he perceived how intimately it interfered with the fundamental policy of all good landowners—of knowing what was good for their people better than those people knew themselves.

As four o'clock approached, he walked down to the home farm. The sky was lightly overcast, and a rather chill, draughty, rustling wind had risen. Resolved to handle the men with the personal touch, he had discouraged his agent and the farmers from coming to the conference, and passed the gate with the braced-up feeling of one who goes to an encounter. In that very spick-and-span farmyard ducks were swimming leisurely on the greenish pond, white pigeons strutting and preening on the eaves of the barn, and his keen eye noted that some tiles were out of order up there. Four o'clock! Ah, here was a fellow coming! And instinctively he crisped his hands that were buried in his pockets, and ran over to himself his opening words. Then, with a sensation of disgust, he saw that the advancing laborer was that incorrigible "land lawyer" Gaunt. The short, square man with the ruffled head and the little bright-gray eyes saluted, uttered an "Afternoon, Sir Gerald!" in his teasing voice, and stood still. His face wore the jeering twinkle that had disconcerted so many political meetings. Two lean fellows, rather alike, with lined faces and bitten, drooped moustaches, were the



next to come through the yard gate. They halted behind Gaunt, touching their forelocks, shuffling a little, and looking sidelong at each other. And Malloring waited. Five past four! Ten past! Then he said:

"D'you mind telling the others that I'm here?"

Gaunt answered:

"If so be as you was waitin' for the meetin', I fancy as 'ow you've got it, Sir Gerald!"

A wave of anger surged up in Malloring, dyeing his face brick-red. So! He had come all that way with the best intentions—to be treated like this; to meet this 'land lawyer,' who, he could see, was only here to sharpen his tongue, and those two scarecrow-looking chaps, who had come to testify, no doubt, to his discomfiture. And he said sharply:

"So that's the best you can do to meet me, is it?"

Gaunt answered imperturbably:

"I think it is, Sir Gerald."

"Then you've mistaken your man."

"I don't think so, Sir Gerald."

Without another look Malloring passed the three by, and walked back to the house. In the hall was the agent, whose face clearly showed that he had foreseen this defeat. Malloring did not wait for him to speak.

"Make arrangements. The strike-breakers will be down by noon tomorrow. I shall go through with it now, Simmons, if I have to clear the whole lot out. You'd better go in and see that they're ready to send police if there's any nonsense. I'll be down again in a day or two." And, without waiting for reply, he passed into his study. There, while the car was being got ready, he stood in the window, very sore; thinking of what he had meant to do; thinking of his good intentions; thinking of what was coming to the country, when a man could not even get his laborers to come and hear what he had to say. And a sense of injustice, of anger, of bewilderment, harrowed his very soul.

## CHAPTER XXVIII

For the first two days of this new "kick-up," that "fellow Freeland's" family undoubtedly tasted the sweets of successful mutiny. The fellow himself alone shook his head. He, like Nedda, had known nothing, and there was to him something unnatural and rather awful in this conduct toward dumb crops.

From the moment he heard of it he hardly spoke, and a perpetual little frown creased a brow usually so serene. In the early morning of the day after Malloring went back to town, he crossed the road to a field where the farmer, aided by his family and one of Malloring's gardeners, was already carrying the hay; and, taking up a pitchfork, without a word to anybody, he joined in the work. The action was deeper revelation of his feeling than any exposition, and the young people watched it rather aghast.

"It's nothing," Derek said at last; "Father never has understood, and never will, that you can't get things without fighting. He cares more for trees and bees and birds than he does for human beings."

"That doesn't explain why he goes over to the enemy, when it's only a lot of grass."

Kirsteen answered:

"He hasn't gone over to the enemy, Sheila. You don't understand your father; to neglect the land is sacrilege to him. It feeds us—he would say—we live on it; we've no business to forget that but for the land we should all be dead."

"That's beautiful," said Nedda quickly; "and true."

Sheila answered angrily:

"It may be true in France with their bread and wine. People don't live off the

land here; they hardly eat anything they grow themselves. How can we feel like that when we're all brought up on mongrel food? Besides, it's simply sentimental, when there are real wrongs to fight about."

"Your father is not sentimental, Sheila. It's too deep with him for that, and too unconscious. He simply feels so unhappy about the waste of that hay that he can't keep his hands off it."

Derek broke in: "Mother's right. And it doesn't matter, except that we've got to see that the men don't follow his example. They've a funny feeling about him."

Kirsteen shook her head.

"You needn't be afraid. He's always been too strange to them!"

"Well, I'm going to stiffen their backs. Coming Sheila?" And they went.

Left, as she seemed always to be in these days of open mutiny, Nedda said sadly:

"What is coming, Aunt Kirsteen?"

Her aunt was standing in the porch, looking straight before her; a trail of clematis had drooped over her fine black hair down on to the blue of her linen dress. She answered, without turning:

"Have you ever seen, on jubilee nights, bonfire to bonfire, from hill to hill, to the end of the land? This is the first lighted."

Nedda felt something clutch her heart. What was that figure in blue? Priestess? Prophetess? And for a moment the girl felt herself swept into the vision those dark glowing eyes were seeing; some violent, exalted, inexorable, flaming vision. Then something within her revolted, as though one had tried to hypnotize her into seeing what was not true; as though she had been forced for the moment to look, not at what was really there, but at what those eyes saw projected from the soul behind them. And she said quietly:

"I don't believe, Aunt Kirsteen. I don't really believe. I think it must go out."

Kirsteen turned.

"You are like your father," she said—"a doubter."

Nedda shook her head.

"I can't persuade myself to see what isn't there. I never can, Aunt Kirsteen."

Without reply, save a quiver of her brows, Kirsteen went back into the house. And Nedda stayed on the pebbled path before the cottage, unhappy, searching her own soul. Did she fail to see because she was afraid to see, because she was too dull to see; or because, as she had said, there was really nothing there—no flames to leap from hill to hill, no lift, no tearing in the sky that hung over the land? And she thought: "London—all those big towns, their smoke, the things they make, the things we want them to make, that we shall always want them to make. Aren't they there? For every laborer who's a slave Dad says there are five town workers who are just as much slaves! And all those Bigwigs with their great houses, and their talk, and their interest in keeping things where they are! Aren't they there? I don't—I can't believe anything much can happen or be changed. Oh! I shall never see visions, and dream dreams!" And from her heart she sighed.

In the meantime Derek and Sheila were going their round on bicycles, to stiffen the backs of the laborers. They had hunted lately, always in a couple, desiring no complications, having decided that it was less likely to provoke definite assault and opposition from the farmers. To their mother was assigned all correspondence; to themselves the verbal exhortations, the personal touch. It was past noon, and they were already returning, when they came on the char-a-bancs containing the head of the strike-breaking column. The two vehicles were drawn up opposite the gate leading to Marrow Farm, and the agent was

detaching four men destined to that locality, with their camping-gear. By the open gate the farmer stood eyeing his new material askance. Dejected enough creatures they looked—poor devils picked up at ten pound the dozen, who, by the mingled apathy and sheepish amusement on their faces, might never have seen a pitchfork, or smelled a field of clover, in their lives.

The two young Freelands rode slowly past; the boy's face scornfully drawn back into itself; the girl's flaming scarlet.

"Don't take notice," Derek said; "we'll soon stop that."

And they had gone another mile before he added:

"We've got to make our round again; that's all."

The words of Mr. Pogran, "You have influence, young man," were just. There was about Derek the sort of quality that belongs to the good regimental officer; men followed and asked themselves why the devil they had, afterward. And if it be said that no worse leader than a fiery young fool can be desired for any movement, it may also be said that without youth and fire and folly there is usually no movement at all.

Late in the afternoon they returned home, dead beat. That evening the farmers and their wives milked cows, tended the horses, did everything that must be done, not without curses. And next morning the men, with Gaunt and a big, dark fellow, called Tulley, for spokesmen, again proffered their demand. The agent took counsel with Malloring by wire. His answer, "Concede nothing," was communicated to the men in the afternoon, and received by Gaunt with the remark: "I thart we should be hearin' that. Please to thank Sir Gerald. The men concedes their gratitood." . . .

That night it began to rain. Nedda, waking, could hear the heavy drops pattering on the sweetbrier and clematis thatching her open window. The scent of rain-cooled leaves came in drifts, and it seemed a shame to sleep. She got up; put on her dressing-gown, and went to thrust her nose into that bath of dripping sweetness. Dark as the clouds had made the night, there was still the faint light of a moon somewhere behind. The leaves of the fruit-trees joined in the long, gentle hissing, and now and again rustled and sighed sharply; a cock somewhere, as by accident, let off a single crow. There were no stars. All was dark and soft as velvet. And Nedda thought: "The world is dressed in living creatures! Trees, flowers, grass, insects, ourselves—woven together—the world is dressed in life! I understand Uncle Tod's feeling! If only it would rain till they have to send these strike-breakers back because there's no hay worth fighting about!" Suddenly her heart beat fast. The wicket gate had clicked. There was something darker than the darkness coming along the path! Scared, but with all protective instinct roused, she leaned out, straining to see. A faint grating sound from underneath came up to her. A window being opened! And she flew to her door. She neither barred it, however, nor cried out, for in that second it had flashed across her: "Suppose it's he! Gone out to do something desperate, as Tryst did!" If it were, he would come up-stairs and pass her door, going to his room. She opened it an inch, holding her breath. At first nothing! Was it fancy? Or was some one noiselessly rifling the room down-stairs? But surely no one would steal of Uncle Tod, who, everybody knew, had nothing valuable. Then came a sound as of bootless feet pressing the stairs stealthily! And the thought darted through her, "If it isn't he, what shall I do?" And then—"what shall I do—if it is!"

(Continued on page 110)



## IN MEMORIAM

### Benjamin F. Coddington, L. U. No. 358

Whereas it has pleased Almighty God to remove from this earthly abode and from our midst our beloved Brother, Benjamin F. Coddington;

Whereas Brother Coddington passed away on December 19, 1928, at the age of 33 years; and

Whereas at this time he was active in matters concerning this local union and Brotherhood; Resolved, That the members of L. U. 358 express our most sincere sympathy to his widow, relatives and friends; and be it further

Resolved, That we drape our charter for a period of 30 days in due respect to his memory and that a copy of these resolutions be sent to his bereaved wife and relatives, a copy be forwarded to our International Office to be published in the official Journal, and a copy filed in our minute book.

WILLIAM H. McDONOUGH,  
December 28, 1928. Press Secretary.

### Walter B. Wheeler, L. U. No. 471

Whereas the members of Local No. 471, I. B. E. W., deeply regret the sad and sudden death of our esteemed Brother, Walter B. Wheeler; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his family our deepest sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his family, a copy spread upon our records and a copy be published in our official Journal.

A. W. BOYNTON,  
WESTON LYON,  
WM. J. FAIRRELL,  
Committee.

### Claud Pelter, L. U. No. 2

Whereas it is with deep regret that the members of Local Union No. 2 mourn the death of our Brother, Claud Pelter; therefore be it

Resolved, That we tender our heartfelt sympathy to the bereaved family and a copy of this resolution be written in our records and a copy sent to our official Journal for publication.

D. E. LUND,  
H. C. GUEBERR,  
C. WADE,  
Committee.

### George Armstrong, L. U. No. 276

Whereas it has pleased Almighty God to call from his loved ones Brother George Armstrong; and

Whereas we deeply regret this sad occasion which deprives us of the companionship of so faithful a friend and Brother; therefore be it

Resolved, That Local Union No. 276, I. B. E. W., extend our deepest sympathy to the family in this hour of bereavement; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of this resolution be spread on our minutes, a copy sent to the family and a copy sent to our official Journal for publication.

H. F. MILLER,  
E. BERGMAN,  
L. W. MCCARTHY,  
J. SHARP,  
Committee.

### Francis F. Fuhrman, L. U. No. 150

Whereas Almighty God in His infinite wisdom has called from our midst in the beginning of his young manhood our esteemed and worthy Brother, Francis F. Fuhrman, who has passed on to his greater reward.

Whereas Local Union No. 150 has lost a true and loyal young member who always had a good word for everyone he met and his loss will be felt by everyone who knew him and especially the ones with whom he worked; therefore be it

Resolved, by the members of Local Union No. 150 of the International Brotherhood of Electrical Workers in regular meeting assembled, That we acknowledge the great loss in the passing from this life of our dearly beloved and highly esteemed Brother, Francis F. Fuhrman; be it

Resolved, That Local Union 150 express its

deepest sympathy to Brother Fuhrman's loved ones—wife, daughters, brother and sister—who are left to mourn his loss; be it

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy to the International Office for publication in the official Journal and a copy be spread on the minutes of L. U. 150 and that our charter be draped for a period of 30 days.

W. A. SCHROEDER,  
F. J. MITCHELL,  
ANDREW FLOOD,  
Committee.

### Thomas Murray, L. U. No. 151

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst Brother Thomas Murray, many years a true and faithful member of Local Union No. 151 of the International Brotherhood of Electrical Workers; therefore be it

Resolved, That we, in this hour of trial, extend to his family and relatives our deepest sympathy and regret in their sad loss; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days, a copy of these resolutions be sent to his bereaved family, a copy to the International Office for publication in our Journal, and a copy be spread on the minutes of this local union.

R. A. ROSS,  
M. J. SULLIVAN,  
B. E. HAYLAND,  
Committee.

### Paul Boles, L. U. No. 702

Whereas Almighty God in His infinite wisdom has seen fit to call from our midst our esteemed Brother, Paul Boles; and

Whereas we deeply mourn his loss; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his family and relatives our deepest sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his relatives, a copy to our official Journal for publication and a copy be spread upon our minutes.

E. E. SCOTT,  
J. H. EUTSLER,  
R. L. BRIDGFORD,  
Committee.

### William Van Valkenberg, L. U. No. 536

It is with deep regret that members of this local union mourn the passing away of our Brother, William Van Valkenberg.

Whereas we humbly bow our heads in submission to His will, we deeply mourn the taking away of an old associate and charter member of Local No. 536, I. B. E. W.; therefore be it

Resolved, That we extend our heartfelt sympathy to the relatives of our good and kind Brother in the hour of their bereavement; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our local, a copy sent to the relatives of our late Brother, and a copy to our official Journal for publication.

MICHAEL GOLDEN,  
JAMES O'DONNELL,  
RUDOLPH A. KERGER,  
Committee.

### D. J. Carberry, L. U. No. 151

Whereas it has pleased our Almighty Father to take from us our esteemed and worthy Brother, D. J. Carberry, many years a staunch supporter of this local union; therefore be it

Resolved, That we express to his bereaved family our heartfelt sympathy in this, their hour of sadness; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days, and that a copy of these resolutions be sent to his widow, that a copy be sent to our official Journal for publication and a copy be spread on the minutes of this local union.

R. A. ROSS,  
M. J. SULLIVAN,  
B. E. HAYLAND,  
Committee.

### Arthur Bossio, Jr., L. U. No. 130

Again there has been a call upon the membership of Local No. 130. Arthur Bossio, Jr., has answered this call, as he answered here on earth when his country called him during the World War and as he answered to the call of the members of this organization, to the Building Trades Council, to the trustees, to the presidency and to the executive board.

Although he has suffered for the past year and we know all earthly pain has come to an end for him, we will miss him, his valued and valuable council.

We mourn this loss to our membership, for he was a good member, a dutiful husband and a devoted father, as well as a loyal son; therefore be it

Resolved, That we drape our charter for 30 days, make this resolution a part of the minutes, send a copy to the bereaved family and a copy to the Worker.

Fraternally,  
E. T. BROWN,  
Press Secretary.

### COMRADESHIP

Bill Brady was a Catholic,  
His buddy Cohen, a Jew,  
But they hiked and fought together,  
Neath the old red, white and blue;  
Jim Harris was a Mason  
From below the Dixie line,  
His bunkie was a K. of C.,  
And they got along fine.

Slim was a Presbyterian,  
From somewhere up in Maine,  
But sometimes Slim, got full of vin,  
And then, well he raised Cain;  
Shorty was a Spiritualist,  
From Buffalo, New York,  
And Cronin was an Orangeman,  
Straight from the County Cork.

Fat believed in Christian Science,  
But he was some swell cook,  
And Spud was raised a minister's son,  
He surely knew his book;  
And strange as it may seem to you,  
Whether at the front or rear,  
They never scrapped o'er creeds and things,  
Like people do back here.

Whenever one of us took sick,  
Or met a G. I. can  
No one would say, "What is his creed?"  
But "Can I help a man?"  
The boys while in the service,  
Just forgot that sort of stuff,  
And gems of Christian charity,  
Were found in guys called tough.

And now the gang's all broken up,  
Some sleep beneath the sod,  
But I'll gamble every one of them,  
Will look like men to God.  
I would that I might live to see,  
The dawning of a day,  
When creeds will be forgotten,  
In the good old U. S. A.—J. CLAVEN.

### This Doesn't Interest Us

Every kind of insect must bite its victim at least twice before it can produce the usual itchy eruption like, for example, a mosquito bite. Furthermore, the insect or its partners must separate the two bites by at least a week, coming back at least seven days later to complete the job of annoyance begun, usually unknown to its victim, that length of time ahead. So finds Professor A. E. Boycott of London University, who has been studying the bites of Mediterranean sand fleas. The first bite of these insects is a "sensitizing" one, during which the insect injects into the blood of the bitten individual a tiny hypodermic dose of a chemical contained in the insect's saliva, a chemical apparently different for each variety of insect. This first injection produces no visible effect but during a subsequent period, ranging from seven to ten days in different individuals, the tiny hypodermic dose of saliva brings about remarkable changes in the victim's blood. By some chemical reaction not yet well understood this blood becomes sensitized to that particular chemical. After enough time has passed for this sensitization to take place, if the original insect or another insect of the same species bites that individual anywhere on his body the sensitized blood immediately raises the familiar itchy wheals.



## LABOR SPONSORS FIRST INDUSTRIAL CONFERENCE

(Continued from page 70)

gave a spirited talk on "Factors in Collective Bargaining."

"The essence of trade unionism is that men submerge their individual rights for the benefit of the mass," he said.

"The idea of collective bargaining between labor and capital characterized labor's peaceful effort to solve problems without resort to force," he said.

Reviewing the change of attitude in recent years, Davison said that we are getting away from the notion of using the strong arm in an effort to force our views on the opposing side, and are substituting a civilized appeal to reason. One such example was the Baltimore and Ohio co-operative aim. He pointed to it as a modern application of collective bargaining.

Ethelbert Stewart, commissioner of labor statistics of the United States Department of Labor, who was the next speaker, startled the audience by saying that in the last ten years the productivity of railroad labor measured in ton miles increased by 40.5 per cent. His subject was "Stabilization of Employment."

He suggested that no new employees be taken on by the railroads until those now employed worked full time. The automatic elimination of 2½ per cent of employees through natural causes might hold the increased productivity in check and stabilize employment.

While not minimizing the difficulties in the way of keeping railroad workers on the job all the year round, Stewart refused to believe that this was impossible. He added:

"I have seen so many 'impossibilities' accomplished in human relations in industry—in fact, these impossible feats have so often turned out to be both easy and profitable—that I no longer feel impressed when told that important reforms cannot be accomplished."

### Labor's Constructive Function

"Labor's Constructive Function in Industry," was the subject of the address by Otto S. Beyer, Jr., consulting engineer, who was the first speaker at the second session of the conference.

The idea that labor organized into free and independent trade unions has a constructive part to play in the conduct of our railroads, has only recently been thoroughly demonstrated, he said.

The essence of good management is to utilize the assistance of labor organizations in making industry efficient, and to share benefits with employees, he added.

Referring to the five years of experience with the co-operative plan, Beyer stated that it improved railroad performance by putting thousands of sound ideas into practice.

After dealing with the deeper causes of discontent among the workers, he suggested as remedies organization of free trade unions entering into co-operative relationship with management, and regularity of employment.

Any program of co-operation between labor and management in industry must above all else be a program of self-help, giving the worker an opportunity to function through his trade union. This enables the worker to participate in the correction of abuses and gives him an insight into the mysteries of management.

Railroad workers collectively are a powerful factor in shaping public opinion in favor of the railroads, Beyer pointed out. Individually they can add to the sum total

of the genius operating the railroads of the country.

He called on the public to encourage labor's constructive attitude. It means that workers take a deep concern in preventing inefficient and uneconomical practices, he explained.

### Willard Speaks Frankly

Daniel Willard, president of the Baltimore and Ohio Railroad, gave a frank, impressive talk on "Problems of Management."

Capital, labor and management, are essential to successful industrial enterprise, he said.

Effective management he characterized as a combination of experience, skill and ability to undertake and perform the allotted task.

"Management is not the exclusive function of any particular class or group of individuals," Willard said, pointing to his own rise from an unskilled laborer to become president of a great railroad.

Going back to the time when he became president of the Baltimore and Ohio, he gave a vivid picture of the problems facing him. After all the plans were made labor came into the picture and nothing could have been done without it, Willard remarked.

Since he became president, nineteen years ago, more than \$438,000,000 have been invested in the Baltimore and Ohio. This is about half of all the capital invested in more than a hundred years of the railroad's existence. Twenty million dollars will have to be spent annually for an indefinite time to keep the road abreast of times, he added.

Methods used to secure business that would pay \$12,000,000 a year in taxes, and \$26,000,000 a year in interest on mortgage, were indicated by the speaker. He told of the traffic department with 1,400 employees out to get business.

New sources of business are developed by the industrial department which bring new industries to the line and help to develop natural resources along the railroad.

The complex problem of management was vividly illustrated by President Willard when giving the history of the Capitol Limited. Much thinking and careful planning over a long period of time was necessary, and co-operation of employees in every department, he said.

### Management Has Responsibility

It is the problem of management to make working conditions satisfactory, Willard stated. When management is sympathetic with the difficulties of labor, he believed that labor would in turn be loyal and sympathetic with management.

Frank McManamy, member of the Interstate Commerce Commission, followed with an address on the "Public Interest in the Railroad Industry."

He was confident that the railroads will retain their place in public interest as long as they continue to be the most adequate, efficient system of transportation available.

The commissioner stressed the point that railroads are public highways and only incidentally common carriers. Therefore the solution of our transportation problem rests primarily with the people in need of transportation, he said.

Unlike in most other countries, railroads in America are in the hands of private companies, McManamy pointed out. But in many instances public authorities donated to the railroads rights-of-way, made large grants of land, and gave the right of eminent domain. This, he indicated, put the railroads under certain obligations.

Absence of government control in earlier

railroad history allowed the prosecution of self-interest to run wild. Abuses led to government regulation and the formation of the Interstate Commerce Commission in 1887.

The Commission which now has about 2,000 employees concerns itself with rates, valuation of railroad property, control of accounting practices, supervises issuance of securities, passes on construction of new lines, etc.

Regulation resulted in greater safety to employees and the public, protection of revenue to the carriers, and improvement of service to the public, Commissioner McManamy ended.

C. R. Briceland, vice grand president of the Brotherhood of Railway Clerks, presided at the second session of the conference.

The third session of the conference was presided over by Prof. Jacob H. Hollander of Johns Hopkins University.

Margaret T. Stevens, associate editor of the B. & O. Magazine, spoke on "Women in the Railroad Industry."

She traced the rise of the woman worker in the industry from humble positions at pitiful wages. Today the woman employed on the railroad is taken for granted and treated as a human being, she said.

There are still serious limitations put in the way of women, the speaker complained pleading for extension of opportunities to women.

She pointed out that most of the women work because they have to earn a living the majority of them remaining at work the better part of their lives.

As it is most of the jobs held by women are the kind men do not want, Miss Stevens believes. Men's objection to a woman holding a man's job at less pay, she recognized as legitimate. She mentioned that labor organizations meet this difficulty by insisting on equal pay for equal work.

Among the 2,000 women employed on the Baltimore and Ohio, Miss Stevens said there were crossing watchmen, welders, agents, telegraph operators and others, in addition to office workers.

### Railroads Have Competitors

Interest of labor in regard to wages and steadiness of employment runs parallel with the success of the industry and its revenues, was the burden of the address by Prof. Winthrop Moore Daniels of Yale University, who spoke on "Employees' Interest in Rate Regulation."

He recounted the rising newer industries which threaten to leave the railroads behind. This, he feared, would make the railroads less attractive to investors.

As one of the results, the railroad payroll and the workers in the industry, will diminish.

To meet new conditions railroads must spend annually \$750,000,000 to maintain the present high grade of service. Since 1920, improvements have been made to a large extent by plowing income and surplus back into the industry.

Political measures to curtail railroad revenue, were deplored by Professor Daniels. Immediate effect of shrinkage in gross revenue is to curtail expenditure on maintenance. He quoted statistics to prove that decline of revenue was accompanied by decrease in number employed.

The speaker differed with the view frequently expressed in railroad labor circles which oppose methods of arriving at property valuation. He feared that lower valuation would react to the advantage of shipping interests, would divert capital from the railroads, and eventually curtail employment of workers.



Dealing with "Stabilization of Employment," Otto S. Beyer, Jr., pleaded for elimination of present irregularities.

While regular employment over long periods could not be expected, he asserted that day to day irregularities and even month to month irregularities could be eliminated and that employment should be on a yearly basis.

Railroads could do much to stabilize employment by the manufacture and repair of equipment in slack times, he said.

He disapproved of the present policy on the railroads which refuse to employ men who pass the age of 40 to 45.

Cyrus E. Gallatin, chairman of the Chicago Division of the Brotherhood of Locomotive Engineers, B. and O. R. R., gave an account of his practical experiences as a railroad man. He made a plea against unfair discipline against the men.

William J. McGee, president, System Shopcrafts Federation, chairman of the fourth session.

### Labor Should Get Fair Share

George Soule, editor of the New Republic and industrial engineer, spoke on "Labor's Share in the Product of Industry."

With the national product per inhabitant increasing rapidly, the present problem for labor is to get its share of the increase, he advised.

He quoted a series of statistics to show that instead of labor getting its share of increased production, other groups had got more than their share. In recent years employers particularly benefited.

In its efforts to increase real wages, labor did not pay sufficient attention to the possibility of reducing prices, Soule said.

He dealt with the necessity to eliminate wasteful concerns in order to establish better incomes.

Much better organization is necessary for American labor, according to Soule. Organizations could be used to bring up wages to higher levels, and reduce prices by improving efficiency of backward industries.

Ultimately labor will have to seek wider social and political control, in some cases, along international lines, Soule said, looking into the future.

Samuel Winslow, chairman of the United States Board of Mediation, spoke on the work of the board in applying the provisions of the Railroad Labor Act.

He felt that most of the difficulties between management and labor could easily be solved if they sought adjustment in the light of present day conditions.

The nature of the hearings before the board is gradually changing from fights over technicalities to discussion of problems, he said.

The chief factor in the success of the mediation board is the fact that it is a referee without power and has nothing of the strong arm about it, Chairman Winslow believes.

### Industrial Representation Goal

Practically everything trade unions do is directed towards increasing the share of labor control of industry, said Prof. Sumner Slichter, of Cornell University, opening his address on "Labor's Share in Control of Industry."

Whereas representative self government in the political sphere was the great task of the nineteenth century, extension of representative self government in industry, is the task of the twentieth century, he stated.

He was hopeful that every form of labor could be organized. The spread of education is bound to help trade unionism. An educated mass of workers will not be content to

remain passive and will organize to make itself effective, Professor Slichter believes.

Restrictions of immigration will tend to unify American workers, he considered a boon to their final organization.

He also dealt with problems of control which cannot be settled with individual companies or individual industries. One of these is the injunction.

He made a new point by saying that the trouble was not with the injunction but with the law which the injunction is trying to enforce. He went further by saying that labor's problem is to change the organization of the judicial system. He referred to the need for intelligent political action to make this possible.

Unemployment is another broad problem referred to by the speaker. Labor's first need is to have an efficient national agency which could make expert investigations and spread facts among the mass he was addressing; labor publications, were steps in the right direction.

A brief address on the "Importance of Trade Unionism" was made by Gilbert Hyatt, of the staff of "Labor."

Dr. Molly Ray Carroll, of Goucher College, summarized the whole conference.

Three of the four sessions of the Railroad Labor Conference were broadcast through station WFBR, of Baltimore.

One disappointment was that Dr. Emory R. Johnson, of the University of Pennsylvania, who was to speak on railroad consolidation, took ill shortly before leaving for Baltimore.

All of the addresses will be printed in full, including, also, it is hoped, the one that was to be made by Dr. Johnson. These will later be available in pamphlet form.

### WOMAN'S WORK

(Continued from page 78)

market but we find it is cheaper to mix our own, in accordance with the U. S. Department of Agriculture's formula: one part each—whole corn; hard wheat; kaffir corn or milo maize; Canada peas or cow peas. This is said to be a well balanced ration. Pigeons do not eat scraps from the table. All feed should be hard and dry.

After the birds are settled in their coop they will begin to bring in sticks and straw to build nests with. Nesting material should be provided. Tobacco stems are recommended, if you can get them, as they are said to keep the nests free from lice; but twigs, straw, hay, dry leaves or long leaved pine needles are also used. The cock, with much bowing, brings each bit of material to his hen, and she admiringly accepts it and arranges the nest. When the home is satisfactorily furnished, the hen lays her two eggs and the pair goes on regular shifts, taking turns keeping the eggs warm. Eggs may be tested for fertility by "shining" a flashlight through them, three or four days after they have been laid. The nucleus forming and sending out veins can easily be seen through the thin shell. If a pair of eggs proves to be infertile, they should be taken away.

### Squabs Are All Meat

Seventeen days of incubation elapse before the eggs hatch and the hairy little squabs break through the shell. They set up a great squeaking for food. During the period they have been sitting on the eggs, the parent birds have developed what is known as pigeon milk, a milky, pre-digested food, which they pump into the beaks of their offspring. This is why infertile eggs should be taken away from the birds, because if they sit on the eggs for 17 days

and then have no squabs to feed, the milk has been formed and must be reabsorbed. It is apt to sour and seriously upset the bird. When breeders are "in milk" and ready to feed squabs, if they have none of their own, they should be given a newly hatched squab from another nest to feed, at least until they are out of milk and begin to feed it with grain. The milk lasts about a week. The parents feed the squabs for four weeks, or until they are ready to leave the nest, which accounts for the squab's rapid growth and tender meat.

A squab is practically all meat. There is less waste on a dressed squab than there is on a T-bone steak. The bones are so light and small they weigh practically nothing. Even in his giblets the squab is superior, for he has a large liver, which most people like, and a small gizzard.

Since I am the "cookery explorer" of this department, I suppose I ought to give you a few squab recipes in case you do take my advice, put in a pigeon coop in your back yard and raise enough squabs for your own use.

### How to Cook Squabs

A squab is as easy to cook as a lamb chop. Simply split, brush with a little butter, sprinkle with salt, and broil under a hot flame till nicely browned. The giblets, meanwhile, should be boiled in a cupful of water. When ready to serve, put some fat in the broiler pan, stir in flour, and pour in the hot water from the giblets, and enough milk to make gravy. If you have no broiler you may fry the squabs in an iron skillet, with plenty of hot fat; dust them first with flour and salt. Then make gravy by thickening the grease in the skillet.

For Christmas dinner last year, as a special treat, we had roasted squabs, one apiece. They were stuffed with a very mild dressing; breadcrumbs moistened with milk and seasoned only with salt and pepper and chopped parsley. A squab's flavor is so fine it should not be spoiled with onions or sage. Then the squabs were trussed with toothpicks and roasted for an hour.

### Fanciers Are A Fraternity

Pigeon fanciers are a friendly group. Whether you want to buy birds or not, they will welcome you, take you into the loft and let you see and handle every bird they have, if you want to. While there are a few big plants that go in for squab raising in a commercial way, there are thousands of small fanciers who, with 10, 20 or 50 pairs, keep pigeons for the pleasure of it. With a small flock, the performance of each bird may be studied with keen interest. I know a man who has only a small back yard, a tiny coop and fly, but with a carefully selected flock of some 20 pairs he breeds the finest Carneau in this locality and his birds take prizes in every show they enter.

Pigeon breeding is not expensive or difficult—it is a hobby that makes an enthusiast out of every convert, who wants to go out and explain its pleasures to everyone he knows—and I suppose that is why I wrote this article.

### CHIPPED BEEF IS USEFUL

If you have forgotten, or are out of the habit of using, the old family favorite, chipped dried beef, it's time to discover it again. Many butchers now have machines for slicing and will cut the dried beef to your order, giving you the rosy-pink, transparent slices with all their flavor intact. I use it as a substitute for bacon, because there is no waste to it and a very small quantity is all that is needed.



## ACCIDENTS MOUNT IN CONSTRUCTION INDUSTRY

(Continued from page 69)

premium is passed on to the owners of the building or taken out of the quality of the material or both.

These staggering premium rates are a significant comment on the "soak 'em" theory that the way to reduce accidents either in small plants or anywhere else is to raise the premium rate to a prohibitive point.

I know the cry that is flaunted on the outer walls that "Our industry is different;" that "You can not make rules that will apply to any two jobs." We have heard this for a quarter of a century. Every industry at the outset puts up the same cry that it is different. But we know that there is not much difference in the contents of the coffins as they pass along.

When we look at the classification of accidents by causes we find that falls, handling objects and falling objects constitute the vast majority of causes just as in all other industries. The more you study building-construction accidents the less you think of the bugaboo of the cry of "different."

There is not necessarily a direct relation between safety precaution in building construction and quality of construction, yet there may be a relation. High accident insurance means a large item in construction cost, and a high construction cost is a strong incentive to poor construction. A contractor may argue that he will risk accidents and "skin the job" to make up any loss from accident liability. The honest and safe builder is thus put at a disadvantage in bidding and the building owner may be defrauded in poor construction.

Perhaps here is the place to say that the money-lending forces in the United States are beginning to realize that "jerry building" is getting to be poorer and poorer in quality, and they are preparing to refuse to lend money on shoddy construction work. They will prepare to inspect all buildings themselves before a loan is made, and it is not impossible that arrangements can be made with these forces to insist upon safety in construction, to the end that some of the enormous sums now spent on insurance premiums can be spent for better work and better materials. I expect within a year to see accident costs and bank credits so inseparably connected that the more reckless contractors can not borrow money. It is of vital interest to the banker to know whether or not the building upon which he plans a first-mortgage loan will in three or five years be a wreck. This movement will sweep away most of our ignorant and irresponsible contractors and subcontractors. It will protect our money lenders and it will protect the tens of thousands of people who are now buying tinder boxes on the installment plan when they think they are buying houses. When careless contractors find they can not borrow money they will be up against a problem they can neither pass on to the owner nor cut out of material or wages. We should do all in our power to encourage this movement to have bank credits based upon accident control.

I am not unaware that the builders of Detroit have put out a pamphlet on safety practices on construction work, which was published by the Associated General Contractors of America as its Manual of Accident Prevention in Construction, and while it is not so specific in its recommendations as it well might be, and while, having been drafted in 1921, it is sorely in need of some up-to-date revisions, nevertheless, it shows a willingness and an effort to do something; and while we have no figures to indicate whether or not it has affected the accident rate in the

building industry in Detroit, we must give these builders credit for their attempt.

One of the greatest needs for care and for a code in the building industry has to do with the subject of demolition. Certainly, if we can take the District of Columbia's experience as typical, the hazard in demolition is much greater than that in construction. This belief is further borne out by the premium rate of the Ohio Industrial Commission, which is \$18 per hundred dollars of pay roll for building wreckers, and for building movers other than wooden, \$6, while the rate for building movers, wooden, is \$8.50 per hundred dollars of pay roll.

It would seem in all conscience, since premium rates can be reduced only by reducing accidents, that the industry would be willing to take any steps that might prove helpful in reducing this hazard.

A few years ago the Travelers' Insurance Co. issued a pamphlet on Safety in Building Construction. It is highly illustrated, showing proper and improper methods of work both in demolition and construction. It may have had some influence, but apparently it has been treated as a picture book, while the accidents and the premium rates go merrily upward.

### Need of Safety Standards in Demolition and Excavation Work

I think perhaps too little attention has been given by ourselves to this question of demolition. Few of us realize its extent, particularly in the older cities of the East. During the past five years 4,110 buildings have been torn down in the city of Philadelphia, and it is fairly safe to say that in all of the older communities the amount of demolition is proportionately great. In 1927, of the 551 buildings torn down in the city of Philadelphia, 459 were dwellings and 32 were stone buildings, 431 were brick buildings and 88 were frame.

Our recent experience in Washington emphasizes the fact that the inspectors have no standards by which to judge of the safety methods being used either in the demolition of old buildings or in the excavations for new ones. A few months ago several workmen were killed and others injured by the collapse of a wall while a building was being torn down. In the latter part of October a cave-in, the third which had happened on the same job, occurred in the digging of a foundation for a new building. This happened right across the street from where the wall had fallen a few months before, and was, as I said, the third time there had been a cave-in on the same job. The contractor laid the blame on the passage of heavy trucks along the street, utterly ignoring the fact that the thing had occurred twice before and that any bracing of a wall ought to take into consideration the strain which would come from such a perfectly obvious source as street traffic. Besides, it is alleged that the District inspector had passed on the safety of the bracings about an hour before the cave-in took place. The contractor did not know how to build a safe supporting structure against the wall of his excavation, and the city inspector did not know when such bracing structure was safe. In this cave-in two men were killed, one man suffered practically permanent total disability, another was very seriously injured, and two others were less seriously hurt.

In New York during the fiscal year ending June 30, 1928, there were 373 demolition accidents and 744 excavating accidents. In most States a separate record is not kept for this type of work; and here perhaps is the place to suggest that better statistics will be sorely needed when we come to the long-delayed point of constructing a national

safety code. We need statistics of accidents in large and small cities compared, accidents on large and small buildings compared, accidents of large contractors and small contractors compared.

### Safety Regulation by Legislation

As the matter now stands, there are two sources of governmental regulation. The states have laws which have for their objective the safety of employees. The cities have laws which for the most part have for their objective the safety of the public. Then we have construction of Government buildings, over which neither the state nor the city inspectors have any jurisdiction, while the Government has no safety laws touching the construction of such buildings. It may be possible, along the lines of the law which required the railroads to use safety couplings on freight cars, to secure an act of Congress covering the construction of Federal buildings. Attempt is being made at the present time, as indicated by the Copeland bill, to regulate the use of spray guns in the painting of Government buildings. The object of the bill is simply to render the use of these guns more safe for the workers. If this can be done, there is no reason why a general construction safety act might not be passed.

We now have 24 states\* with laws for the protection of employees on buildings. Nineteen states† have laws giving commissions power to make regulations on the subject, and 10 states‡ have both types of laws. Information is not available as to how many cities have building codes that include in their objective safety for the construction workers, but as stated above most city ordinances have in view public safety only.

Most of the state codes are out of date. New York is at present revising its building construction code, and I believe this is true also of Wisconsin and Ohio. The time, however, is overripe for a council of all the states to review their building laws in consonance with the new methods and types of building. And inasmuch as building contractors are becoming more and more engaged in interstate business, the wisdom of having a building safety code that all the states could adopt, thus making the regulations uniform, becomes more and more apparent. The calling of a conference of states for such purpose becomes more and more imperative. No doubt such cities as have given a safety slant to their building regulations should be included in such a call, and it is believed that there are enough building contractors who are alive to the situation and interested in reducing the accident hazards and the premium rates, and who would attend such a conference, to make it probably most representative of the industry as a whole.—*Monthly Labor Review*.

\* California, Colorado, Connecticut, Delaware, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Minnesota, Missouri, Montana, Nebraska, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, and Texas.

† Arizona, California, Colorado, Idaho, Massachusetts, Montana, Nevada, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, Tennessee, Utah, Washington, Wisconsin, and Wyoming.

‡ California, Colorado, Massachusetts, Montana, New Jersey, New York, North Dakota, Ohio, Oregon, and Pennsylvania.

### LOCAL SECRETARIES



Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. B. E. W. "Lightning Bolt"—priced **\$10**



## HIGH FINANCE RATES BOOST BUILDING COSTS

(Continued from page 67)

This plan of financing, however, is restricted to comparatively few promoters who are able to comply with the credit requirements of banks. Consequently, many private money lenders, having funds of their own or credit at banks, loan money to builders on short-term construction mortgages for about 1 per cent per month, together with commissions, bonuses and fees. This money is advanced in from 6 to 24 payments, according to a contract carefully prepared by the lender; the contract is not usually recorded with the mortgage. Thus the cost of temporary financing for six months may run from about 4 per cent, when placed with banks, to over 10 per cent of the total loan, when placed with private lenders.

Then, there are the costs of refinancing with a permanent first mortgage, which includes an additional legal fee plus about 2 per cent commission to a broker placing the loan.

It is evident that appraisal values and circumstances enabling the builder to reduce the cost of constructing the building are also important factors affecting his investment in the project, the higher the appraisal the larger the loan.

Furthermore, it is a common practice in the construction of apartment houses to finance part of the speculative investment margin—the difference between the amount of the first mortgage and the value of the property—with a second mortgage. This frequently means that additional financing charges, such as 3 per cent commission to broker placing loan, another title fee, and a bonus to the lender of about 15 per cent for a three-year loan.

From the information obtained, the commission finds that the cost of financing (six months) the construction of an apartment house adds from about 5 per cent to over 15 per cent to the claimed cost of construction, according to the capital and credit of the promoter. And it appears that as the cost of financing increases the actual investment of the promoter usually diminishes.

The extent to which financing costs increase the burden necessarily borne by the rent payer can only be generally approximated. Of course, anything that adds to the cost of building will, if possible, be passed along to the rent payer. It is claimed that the builder or promoter is reasonably entitled to receive from 10 to 15 per cent above physical costs for creating a finished project from labor and lumber, bricks and other materials. Financing costs add no material value to the property, but these expenses together with certain carrying charges for a year or more, are generally added to the claimed value of the project. These promotion and financing costs, however, can be readily collected in rental charges only when there is a shortage of property, as the value of apartment property is mainly fixed by the rent that can be collected from tenants.

The cost of construction and rentals for new properties has been so high that rentals for old apartment houses have frequently doubled. This was the general situation in Massachusetts, when a shortage of desirable housing occurred in some sections of the state after the war, many old properties actually appreciating in value instead of naturally depreciating from use and age. It no longer exists on a general scale, and property values and rents excessively inflated are coming down. Therefore, the commission finds that changing economic conditions are developing a highly competi-

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tive market, which tends to limit fictitious and large financing costs that can be passed along to tenants in the form of rent.

The real estate industry represents a large part of the wealth of Massachusetts. It affects every individual who may pay rent, have an interest in a lease, a mortgage, a home or property for investment. It is closely allied with both established property rights and constantly changing personal rights. And its problems are economic as well as legal, namely, to stimulate construction, to aid in the stabilization of the real estate market and to insure fair treatment for lenders and borrowers, builders, labor and material men, and landlords and tenants. Consequently legislation to deal fairly with the intricate questions of this important industry should be very thoroughly and carefully considered. In regard to ways and means of effecting a reduction in financing and promotion costs, the commission makes the following suggestions which may require further study before being acted upon:

(1) That the construction loan agreement and terms of the mortgage note, when not incorporated in the mortgage, should be recorded with the mortgage at the Registry of Deeds in the county where the property is located. This will give the material men, labor and subcontractors knowledge of the terms under which the builder or promoter will receive the bulk of his money, and it should tend to lower costs.

(2) That Chapter 351, Acts of 1928, which makes it a criminal offense for a builder to apply the proceeds of a building loan secured by a mortgage on real estate to other purposes than for the payment of labor and materials on a particular property be amended to make it also a criminal offense for a lender to refuse or neglect to advance money to a borrower in accordance with a building loan agreement. This will provide a check upon the unscrupulous private lender as well as the dishonest builder.

(3) That some control be exercised over the private, professional mortgage lenders, many of whom apparently recognized no limit in their exactions of interest charges and bonuses, somewhat similar to the supervision by the state of banks, insurance companies, certain corporations and individuals engaged in the money lending business. It may tend to lower financing costs.

(4) That a study be made of the feasibility of devising a more responsible and reliable system of appraisals to determine fair and reasonable valuations, as values set by different appraisers frequently vary over 50 per cent. This will aid lenders and borrowers in placing fair and reasonable loans as well as municipal assessors in fixing tax values.

(5) That all applications for loans from banks or other financial institutions under state supervision shall specify whether or not a brokerage or commission charge is to be paid, and, if so, the name and address of the broker and the amount of his compensation.

(6) That the law in regard to the foreclosure of a mortgage be amended to require a mortgagee to give a definite notice to a mortgagor of intention to foreclose, similar to the practice followed by the probate courts in the settlement of estates. It will prevent any attempt to take property by foreclosure proceedings without giving the mortgagor reasonable opportunity to protect his investment.

This investigation has undoubtedly acted

as a strong deterrent to the spread of dishonest and sharp practices, which ought to be rooted out before they become imbedded in the foundation of the building industry. The commission found a widespread interest in and frank discussion of promotion and financing costs of dwelling construction by many members of the various branches of the industry. It found that the existence of certain questionable methods were appreciated and the necessity for some measures of relief recognized. It was impressed by the recognition of the money lenders as a whole that their task lies in the direction of providing lower financing costs for housing. Therefore, the commission believes that the reliable lenders, responsible builders or promoters and material men, reputable brokers and real estate dealers, in a spirit of enlightened self-interest, ought to seriously study the situation and, where possible, take aggressive action to check the practices or expel the dishonest, unscrupulous and incompetent operators, whose actions are the source of much trouble to this important industry. Where there is a will to act a way will undoubtedly be found to obtain relief.

To carry into effect certain conclusions outlined above would require changes in existing laws that are intricate and technical

in character. These proposed changes should be studied and drawn by men trained in law and finance. Therefore, the commission recommends that a committee composed of members of the legislature make a further study of this subject with view to drafting necessary legislation.

CHARLES H. ADAMS,

Chairman.

WILLIAM A. KNEELAND,

SUSAN W. FITZGERALD,

Commissioners.

## CONFESSIONS OF A CURBSTONER

(Continued from page 64)

very thing has happened. Here is one of them. A well-to-do man asked me to figure a price on a dwelling house he wished to build. This was to be a substantial residence of brick. I wanted the job, so I figured it closely, and added a margin of eight per cent, which is unusually low. I'm convinced that he would really have rather had me do the job. I returned a bid of \$12,900, based on an accurate estimate. Another contractor bid \$1,000 less. The owner peddled the second contractor's bid to me and asked if I wanted to meet the price. Fortunately I declined to take the chance. The low bidder got the job. He proceeded as

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far as he could. Of course he could not complete the job for the price quoted. His workmen and material dealers got tired of waiting for their money and tied the job up with liens. The contractor had no resources of his own, so it fell to the owner to complete his own house. Due to the delay and poor management the house cost him \$14,000. In this case the curbstoner, the owner, and the legitimate contractors of the neighborhood, all lost. The material dealers and the labor lost money, too, because collecting money by liens is an expensive business.

Price cutting is dangerous for everybody concerned, because you can't do work for less than it costs you, and because so many curbstoners do submit to bid peddling and price shaving, I'm forced to believe they don't know how to estimate, or else they can't add. People would not peddle bids on their medical service or shop around to get the cheapest lawyer to handle a law suit. As a rule they pick the man with an established reputation. But when they build a house they lose their judgment and seek shamelessly for the cheapest contractor.

The curbstoner, starting out in business, soon finds out that maintaining an office is not the only expense of the contractor. There are many other drains on his time and money, which, if he doesn't look out, will eat up the little profit he may be able to make.

Among these I want to mention the cost of furnishing estimates, free of charge—one of the expensive aggravations of curbstoning. I have found that I usually estimated eight or ten jobs for every one I got. Each estimate cost me from a half a day to a week's time. Here is an instance that occurs to my mind—it may amuse you but it was not so funny to me.

#### Looking For Bargains

A woman who had purchased an old house wished to make numerous alterations. I took half a day off from a job that needed me, and trailed her all over the house from basement to attic, noting the various improvements she desired; then I spent two or three hours getting prices on material. After working all evening figuring the cost, I went to her the following day and presented an extremely conservative estimate. The good lady nearly swooned. My figure was \$850—and that represented just bread and bean money.

"Good heavens!" she gasped. "The real estate man told me the house could be fixed up as good as new for \$475. That's why I bought it."

When I suggested that possibly the real estate man might have been prejudiced she flared back that he was a fair and square man, and the suspicious silence that followed indicated she did not think the same of me. That was the last I heard of the job and my eight or ten hours' time.

If contractors got up on their hind legs like men and made a nominal charge to partly cover the actual cost of furnishing estimates there would not be so much shopping around for low bids.

Furnishing estimates is not the only unforeseen expense. Another is insurance on uncompleted jobs. A job of mine burned before I turned it over to the owner and I had to take a loss of \$375—lucky it was that small. All my subsequent jobs were covered by insurance, and that costs money. A state insurance inspector compelled me to take out workmen's compensation insurance, minimum cost \$120. That hurt, too.

I had not one, but several, dead beat customers. Costs of liens and court judgments ran from 5 to 20 per cent of the amount collected, and I had been doing business on a margin of 10 per cent or less!

One fellow still owes me \$50 and I can't collect it because he is bigger and tougher than I am.

I don't own much equipment, but a shovel costs \$2.50 and the laborers frequently take them home and forget to bring them back; and a good wheelbarrow costs \$8. Like an old flivver, it nickels you to death.

Now that I have tried it I realize why the best of mechanics may not be a successful curbstoner. There is so much more needed than the ability to turn out a good job. A successful curbstoner must be not only a fast, skilful workman—he usually works on the job himself as much as he can—but also he must be his whole business



I WORKED HOURS GIVING HER ESTIMATES AND THEN SHE TURNED ME DOWN.

organization—an accurate estimator, smooth salesman, a financier, credit juggler, an accountant, a hard-boiled bill collector, as well as an efficient foreman-superintendent and a man driver who gets out of the workmen what they didn't know they had in them. Well, is it any wonder that few of us can make the grade? It is the contractor's organization that spells his business success, not merely his ability to turn out a fine job.

#### Union Insists on Standards

And I realize, too, why the unions condemn the curbstoner. They can't do business with him. With the first Saturday, and no pay for the men, the job would be tied up. The union would not allow the workmen to wait two or three weeks for their pay. On one job my men waited six weeks—not my fault, but the owner was so slow in coming through with the draw. And since I'm a curbstoner I was as broke as the

men were. The union would not put up with the irregular hours on a curbstoner job nor the scale of wages a curbstoner is forced to pay. And the union insists on standards of craftsmanship not always observed on curbstoner jobs.

What the union does, protects the workman, but it protects the customers, too, for it insures a high standard of workmanship, and guards against losses. Wages must be paid every week; compensation must be carried. Minus the fatigue of long hours, each hour's work counts more. And the contractor who deals with the unions usually has a reputation and backing which insure fair dealing with the owner and completion of the building for the contract price. On account of the stable labor costs and standard output, the contractor can estimate accurately and is not so apt to be led into dangerous low-bidding.

I believe that unionism should be spread over the entire building industry for the sake of stability. Bankers and material men should encourage unionization. Failures are expensive to everybody, the creditors have to pay the losses and they manage to pass on some of it to their more fortunate customers. The union should take in the ambitious curbstoner and convince him that he could make more money working at his trade at union wages than he ever will at contracting. Many of them would make valuable union members.

Many times in the past three years I have wished I weren't a curbstoner but a union mechanic, working regular hours, at a rate far above what a curbstoner averages.

Figuring my profits and losses for the past year I find that I have averaged only about \$5.50 a day and I never worked so hard. I'm through. I gladly renounce my ambition to be a contractor and I consider myself only too lucky to be going back to work for my old boss at my old job, at \$60 a week. I've lost considerable faith in human nature, but I have a new respect for the established contractor, and his ally, the union.

So long as we love, we serve; so long as we are loved by others I would almost say we are indispensable; and no man is useless while he has a friend.—Robert Louis Stevenson.

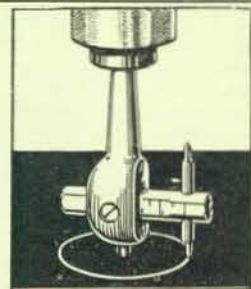
Trade unionism has passed the trial stage. It has come to its maturity out of long years of struggle and experience to an earned position of trust and confidence. The unions have built up standards of life and living, carefully, step by step.—William Green.



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## THE FREELANDS

(Continued from page 102)

Desperately she opened the door, clasp- ing her hands on the place whence her heart had slipped down to her bare feet. But she knew it was he before she heard him whisper: "Nedda!" and, clutching him by the sleeve, she drew him in and closed the door. He was wet through, dripping; so wet that the mere brushing against him made her skin feel moist through its thin coverings.

"Where have you been? What have you been doing? Oh, Derek!"

There was just light enough to see his face, his teeth, the whites of his eyes.

"Cutting their tent-ropes in the rain. Hoo-roosh!"

It was such a relief that she just let out a little gasping "Oh!" and leaned her forehead against his coat. Then she felt his wet arms round her, his wet body pressed to hers, and in a second he was dancing with her a sort of silent, ecstatic war dance. Suddenly he stopped, went down on his knees, pressing his face to her waist, and whispering: "What a brute, what a brute! Making her wet! Poor little Nedda!"

Nedda bent over him; her hair covered his wet head, her hands trembled on his shoulders. Her heart felt as if it would melt right out of her; she longed so to warm and dry him with herself. And, in turn, his wet arms clutched her close, his wet hands could not keep still on her. Then he drew back, and whispering: "Oh, Nedda! Nedda!" fled out like a dark ghost. Oblivious that she was damp from head to foot, Nedda stood swaying, her eyes closed and her lips just open; then, putting out her arms, she drew them suddenly in and clasped herself.

When she came down to breakfast the next morning, he had gone out already, and Uncle Tod, too; her aunt was writing at the bureau. Sheila greeted her gruffly, and almost at once went out. Nedda swallowed coffee, ate her egg, and bread and honey, with a heavy heart. A newspaper lay open on the table; she read it idly till these words caught her eye:

"The revolt which has paralyzed the hay harvest on Sir Gerald Malloring's Worcestershire estate and led to the introduction of strike-breakers, shows no sign of abatement. A very wanton spirit of mischief seems to be abroad in this neighborhood. No reason can be ascertained for the arson committed a short time back, nor for this further outbreak of discontent. The economic condition of the laborers on this estate is admittedly rather above than below the average."

And at once she thought: "Mischief! What a shame!" Were people, then, to know nothing of the real cause of the revolt—nothing of the Tryst eviction, the threatened eviction of the Gaunts? Were they not to know that it was on principle, and to protest against that sort of petty tyranny to the laborers all over the country, that this rebellion had been started? For liberty! only simple liberty not to be treated as though they had no minds or souls of their own—weren't the public to know that? If they were allowed to think that it was all wanton mischief—that Derek was just a mischief-maker—it would be dreadful! Some one must write and make this known? Her father? But Dad might think it too personal—his own relations! Mr. Cuthcott! Into whose household Wilmet Gaunt had gone. Ah! Mr. Cuthcott who had told her that he was always at her service! Why not? And the thought that she might really do something at last to help made her tingle all over. If she

borrowed Sheila's bicycle she could catch the nine-o'clock train to London, see him herself, make him do something, perhaps even bring him back with her! She examined her purse. Yes, she had money. She would say nothing, here, because, of course, he might refuse! At the back of her mind was the idea that, if a real newspaper took the part of the laborers, Derek's position would no longer be so dangerous; he would be, as it were, legally recognized, and that, in itself, would make him more careful and responsible. Whence she got this belief in the legalizing power of the press it is difficult to say, unless that, reading newspapers but seldom, she still took them at their own valuation, and thought that when they said: "We shall do this," or "We must do that," they really were speaking for the country, and that forty-five millions of people were deliberately going to do something, whereas, in truth, as was known to those older than Nedda, they were speaking, and not too conclusively at that, for single anonymous gentlemen in a hurry who were not going to do anything. She knew that the press had power, great power—for she was always hearing that—and it had not occurred to her as yet to examine the composition of that power so as to discover that, while the press certainly had a certain monopoly of expression, and that same "spirit of body" which makes police constables swear by one another, it yet contained within its ring fence the sane and advisable futility of a perfectly balanced contradiction; so that its only functions, practically speaking, were the dissemination of news, seventenths of which would have been happier in "obscurity; and—irritation of the Dutch!" Not, of course, that the press

realized this; nor was it probable that any one would tell it, for it had power—great power.

She caught her train—glowing outwardly from the speed of her ride, and inwardly from the heat of adventure and the thought that at last she was being of some use.

The only other occupants of her third-class compartment were a friendly looking man, who might have been a sailor or other wanderer on leave, and his thin, dried-up black-clothed cottage woman of an old mother. They sat opposite each other. The son looked at his mother with beaming eyes, and she remarked: "An' I says to him, says I, I says, 'What?' I says; so 'e says to me, he says, 'Yes,' he says; 'That's what I say,' he says." And Nedda thought: "What an old dear! And the son looks nice too; I do like simple people."

They got out at the first stop and she journeyed on alone. Taking a taxicab from Paddington, she drove toward Gray's Inn. But now that she was getting close she felt very nervous. How expect a busy man like Mr. Cuthcott to spare time to come down all that way? It would be something, though, if she could get him even to understand what was really happening, and why; so that he could contradict that man in the other paper.

(To be continued)

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Volcanoes have a splendour that is grim,  
And earthquakes only terrify the dolts,

But to him who's scientific

There's nothing that's terrific,

In the falling of a flight of thunderbolts!  
—The Mikado.

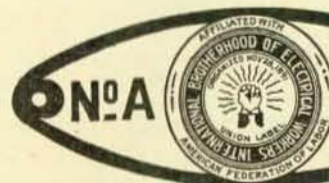
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L. O. 4375	4877	124	459311	459583	252	262744	262761	405	536251	536254	598	685979	685992
Org. Committee, T. C.		125	451568	452135	254	98493	98515	407	731783	731785	599	614850	614863
Vickers 95603	95624	129	314298	314310	255	56377	56392	408	216641	216716	601	788926	788950
2 415251	415500	130	360921	361190	256	850488	850500	411	680903	680930	602	990831	990884
3 Series A 4852		131	631589	631606	256	435751	435780	413	413544	413615	603	51502	51509
3 Series A 4562	4585	133	315814	315829	257	736112	736122	416	772939	772948	610	726334	726336
3 Series B 1316		134	404347	405000	258	688017	688021	417	249167	249187	611	687757	687770
3 Series B 1906	1912	134	406501	406562	260	969976	969988	418	352011	352066	613	372904	372980
3 Series D 299	300	134	407251	407329	263	633231	633255	425	731539	731543	619	412124	412128
3 Series D 326	381	134	401251	401500	264	698850	698863	427	625956	625982	625	543689	543716
4 987224	987247	134	266701	266813	267	679318	679324	428	982698	982717	627	852305	852317
5 434251	434829	134	402321	402362	268	417355	417359	429	590151	590167	629	160107	160150
6 218647	218735	135	991073	991689	269	428281	428359	429	698689	698700	630	595051	595068
7 310789	310932	136	283221	283294	270	694022	694030	430	989344	989367	631	583548	583555
8 172054	172086	137	215554	215560	271	276940	276969	431	989752	989759	636	230296	230322
9 331851	332240	138	967333	967357	275	517515	517548	434	729804	729820	640	507001	507046
9 329251	329600	139	88235	88289	276	354085	354101	435	869501	869580	640	609730	609750
10 977171	977205	140	596101	596149	279	969053	969067	437	432901	432110	642	29546	29561
12 500085	500093	140	979779	979800	280	588794	588801	440	123289	123310	646	820452	820455
14 64897	64915	141	154688	154700	284	27583	27616	441	099362	099369	648	227988	228000
16 729191	729200	143	122902	122920	285	719980	719991	442	613658	613669	648	597151	597221
18 449403	449654	145	346892	346963	286	639160	639170	443	687572	687588	649	448585	448620
20 433536	433645	146	988571	988577	288	359400	359486	444	46496	46500	653	729583	729600
21 634875	634879	150	981511	981518	291	527235	527255	444	528001	528026	660	235854	235910
26 233109	233173	151	275951	276158	292	460801	461080	446	520964	520969	661	984525	984543
26 319837	320106	152	994672	994694	293	967097	967138	449	616408	616422	664	973954	973995
27 78607	78616	153	807493	807515	295	992180	992190	450	46140	46146	666	959117	959152
28 292402	292761	154	841642	841648	296	976846	976855	456	160921	161031	668	499265	499279
30 966566	966600	155	417561	417575	297	631820	631821	458	874309	874333	669	921303	921314
31 150184	150191	156	982181	982200	298	875204	875250	460	615730	615731	670	175618	175625
33 441428	441438	156	635301	635305	300	966659	966664	461	255239	255261	675	980215	980298
34 418580	418654	157	727735	727743	301	993967	993973	465	417966	418096	677	70034	70054
36 986081	986100	159	393896	393937	302	997893	997900	468	296177	296182	679	27552	27566
37 315151	315194	161	50995	51000	303	528138	528141	470	692827	692841	680	712927	712938
39 301316	301443	161	594351	594369	305	306694	306737	471	972171	972191	683	902676	902695
40 411396	411685	163	375770	375886	307	976588	976603	474	365451	365535	684	479514	479528
41 375110	375305	164	437251	437342	309	339972	340263	477	503266	503289	685	681878	681900
42 628815	628824	164	314160	314250	310	295868	295942	479	320372	320412	686	691104	691122
44 973263	973272	169	719006	719016	311	241206	241268	481	465762	465952	688	18251	18264
45 977453	977461	172	12226	12234	312	237425	237465	482	615371	615383	689	634629	634643
46 358951	359110	173	637074	637093	313	590541	590571	483	355008	355158	694	305798	305910
47 456685	456701	174	878193	878200	314	306846	306915	490	80573	80577	695	620916	620939
48 343721	343900	176	106786	106849	315	291066	291074	493	427354	427386	696	233869	233910
50 992645	992675	177	282450	282500	318	594035	594085	497	638805	638818	702	345479	345713
51 630076	630110	178	397150	397166	319	690726	690738	500	40975	41038	704	39345	39364
52 873945	874250	179	305712	305713	322	97464	97468	501	290609	290688	707	294155	294175
52 883251	883918	180	871375	871401	323	975101	975115	502	424515	424552	710	689417	689429
53 197740	197784	181	384826	384894	324	837980	837983	504	699777	699816	711	462763	462815
54 921141	921148	183	687866	687900	326	972583	972600	507	868584	868585	712	932121	932132
54 876647	876650	183	595751		328	589886	589919	508	170671	170697	713	465001	465750
55 775312	775338	185	872107	872144	329	996227	996255	509	33900		713	464329	464552
57 44612	44649	186	707577	707586	330	176399	176412	509	596451	596459	716	423001	423300
59 421731	421830	187	986929	986947	332	215018	215064	515	631306	631306	716	414731	414750
60 322111	322170	188	432288	432295	333	279545	279627	516	683606	683619	717	382559	382626
65 521251	521375	190	998817	998835	338	730940	730958	517	733352	733363	719	441001	441005
65 356186	356250	191	985008	985078	339	974845	974883	520	30529	30558	719	687288	687300
66 400191	400452	192	287451	287480	341	776301	777307	521	720762	720769	722	978085	978043
68 262254	262260	193	638144	638195	343	706148	706154	522	289730	289774	723	143242	143242
69 532501	532514	194	419282	419395	344	688583	688592	525	693266	693288	725	817539	817563
70 969710	969718	195	363354	363425	345	681436	681500	526	962199	962202	731	459773	459808
72 110867	110871	196	254561	254607	347	630973	631030	527	633575	633613	732	431287	431328
75 7491	7493	197	11082	11086	348	307694	307890	528	999143	999182	734	379698	379804
76 417097	417156	199	781977	781978	349	364760	364883	530	999066	999079	743	22295	22328
77 324751	324780	200	243021	243109	350	995475	995480	532	129427	129441	746	362168	362176
77 619530	619650	201	723742	723753	351	978631	978650	533	963322	963323	757	983892	983918
80 232083	232128	205	983189	983195	352	555269	555288	535	122849	122849	759	734533	734546
81 302578	302660	209	447831	447862	353	368089	368651	536	969410	969427	760	839238	839243
82 280134	280341	210	360090	360159	354	637412	637440	537	838870	838888	762	589493	589512
83 451159	451480	212	156314	156338	355	638455	638458	538	333916	333959	763	988376	988388
84 378151	378462	213	206975	207273	356	970308	970321	539	907766	907785	770	979020	979055
86 318416	318579	214	718351	718361	358	374367	374457	540	974534	974558	771	330461	330464
88 897592	897626	214	501841	501920	361	633486	633488	544	593345	593370	773	143161	143200
89 167004	167011	214	996319	996328	363	304645	304657	545	991409	991437	774	939529	939548
90 439521	439571	215	85005	85020	364	501075	501126	548	848208	848222	781	733849	733856
91 40717	40759	217	983467	983473	365	822195	822201	551	290829	290844	784	128745	128773
93 684223	684228	219	455709	455716	366	634962	634969	552	278786	278801	787	915941	915949
94 171211	171218	221	975401	975430	367	94970	94976	555	987431	987480	794	422375	422500
95 558341	558355	222	965849	965871	368	127213	127224	556	91443	91451	798	824432	824438
96 908527	908606	223	163901	164037	369	84712	84750	559	52448	52456	802	870669	870678
98 79641	80250	224	244029	244073	369	426001	426010	560	356367	356419	811	967888	967893
98 80251	80800	225	971821	971837	371	30217	30221						



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
886	258904	258924	1045	280044	280046	536	969425.	194	419361.
890	706278	706280	1047	535438	535469	586	700318.	201	723752.
892	964358	964380	1054	732999	733011	598	685981.	224	244020.
902	990260	990290	1057	104209	104212	713	464393-550.	230	89174.
907	38822	38829	1072	730737	730746	728	949168-172.	245	396281, 291, 331.
912	284739	284839	1086	349675	349708	855	984300.	251	997399.
915	971153	971160	1087	681107	681113			298	875217, 244-250.
918	592961	592975	1091	350342	350367			309	340021-022, 081, 104,
919	59201	59205	1095	51885	51894				113, 180.
929	696233	696249	1099	593684	593701			318	594028.
937	293430	293472	1101	341313	341330			347	631021.
948	394658	394718	1105	861934	861941			351	978634, 644-645.
953	133774	133791	1108	51269	51295			372	632884.
956	632601	632610	1118	975690	975702			389	590852.
958	845470	845475	1131	994258	994269			401	202279.
968	869421	869426	1141	991158	991174			408	216643.
969	633913	633934	1144	533737	533746			435	869576.
972	875436	875442	1147	987844	987873			501	290669.
978	325617	325628	1154	322684	322706			560	356384.
982	438760	438792	1156	592027	592142			569	347749, 259678, 687.
987	976224	976226						584	450316, 336.
991	684707	684713						595	502512.
995	704998	705000						640	507015, 609738.
995	639501	639506						702	345511, 520.
1012	879686	879690						713	465270.
1021	970541	970560						716	423046.
1024	68907	68959						731	459761.
1025	972941	972945						819	690181.
1029	46690	46696						855	984273.
1032	982998	983020						873	363817, 826.
1036	445512	445540						1021	970544.
1037	371301	371390						1147	987855.

## MISSING

26	320105.
54	921144.
76	417114-130.
77	324607-750.
82	280168, 209, 282.
223	163981-164036.
291	527254.
297	631819.
366	634961.

## VOID

2	415303, 306.
9	329447.
18	449559, 603, 605-607.
40	411559.
65	356186, 250, 521298,
	334, 336.
66	400215, 229, 239,
	247, 263, 298, 306,
	327, 417, 439.
76	135415, 417149.
77	619548.
81	302658.
83	451450.
96	908567.
104	300714.
107	195404, 414.
122	416817-820.
124	459548.
131	631597.
156	982199.
163	375802.
176	106786.
183	687868, 870, 872,
	895.

PREVIOUSLY LISTED  
MISSING—RECEIVED

18	449375-400.
76	417056-058.
76	135288, 415.
199	781499.
214	501826-839.
328	589884.
373	429011-015.
640	609721-725.
712	932105-119.
731	459761.
956	632571.
1072	730726.

## BLANK

80	232091-100.
116	338713-720.
199	781499.
581	223373-375.
794	422497-500.

## PREVIOUSLY LISTED

## VOID—NOT VOID

83	412497.
184	816244.
214	501826-839.

INDUSTRIAL WARS SETTLE NO  
CONTROVERSIES

(Continued from page 60)

that it may be displeasing to one factor or the other or both.

This is the millennium you will say. It is something like it we must admit. But where is the millennium? and what is it? It is here and now if we have the intelligence to make it so. It is what we make it with the intelligence we possess—and will never be anything else, now, or in the distant future.

In our industrial disputes we must stick more to ideas and less to facts. The driving power of a good idea is tremendous, and it projects itself into the future. A fact belongs to the past. The very etymology of the word "fact" indicates that it is something in the past, belongs to the past. Ideas alone have dynamic power. The settlement of industrial disputes often founders if facts alone are considered, whereas settlements always better the industry when ideas and ideals are in control.

When the factors in industry are actuated by willingness to co-operate, by understanding, and by intelligent ideas, there can be no reasonable limit to the increase in industry welfare, profit to both factors, and the road to plenty will be the great one-way thoroughfare.

Distributes Samples of Poison  
Gas

That interest in poison gases for use in war has by no means ceased in Germany is indicated by the recent circulation of small sets of poison gas samples manufactured by the Stolzenberg factory in Hamburg and urged for instruction in colleges and elsewhere. This factory is same in which an accidental escape of one of the war gases, phosgene, killed and injured a number of nearby residents a few months ago. The new set of war-gas samples includes small glass tubes containing the relatively harmless "tear gases," with apparatus for breaking these glass tubes in a small room so that the effects of the gases can be observed by persons protected with gas masks. Tubes of more deadly gases, phosgene, mustard gas and the potent "sneeze gas" developed just at the end of the war, are also included in the sets but amateur experimenters are advised not to test these personally.

## NOTICES

Will anyone knowing the present whereabouts of Brother M. A. Lane, Card No. 439138, last heard from in Hamilton, Ontario, Canada, in 1926, please notify W. R. Elmer, Recording Secretary, L. U. No. 345, 956 Kentucky Street, Mobile, Ala.

The belief that there is plenty of work in Washington, D. C., seems to be held by many Brothers over the country. The truth is that Local No. 26 is now suffering the usual winter work slump and Brothers coming here for work will be disappointed.

D. S. ROADHOUSE,  
Recording Secretary, Local No. 26.

C. J. McGlogan, vice president, has moved his offices, formerly occupied by his predecessor, from 130 N. Wells Street, Chicago, to Hamm Building, St. Paul, Minn. Communications should be addressed accordingly.

OPEN SHOP—SURVIVAL OF OUT-  
WORN INDUSTRIAL ERA

(Continued from page 63)

placed on the Open Shop, the more readily will large contractors espouse the cause. Their contention is that they must work according to the preponderance of sentiment existing in any community and hence their shifting from Closed to Open Shop. This must be met by placing large industrial centers strictly on the Open Shop.

"Contractors who argue that they are only brokers and hence have no interest in the discussion of the Open Shop, must be led to see that they are a vital factor in the promotion of sound industrial relations.

"Through the American Plan—Open Shop—Conference with its definite objective, industrial associations must set about to place the building trades in their communities on the Open Shop.

"This will rob the contractors of their principal argument which they use as an excuse for their indifference and uncertainty.

"The industrial association must be sufficiently powerful to have contracts on big buildings confined to Open Shop contractors.

"Financial and building interests should be brought to the point that they will confine their awards to Open Shop contractors.

"Architects should be educated to the end

that they will use their influence to have the Open Shop clause, as accepted by the members of the American Plan—Open Shop—Conference, written into all contracts.

"The employment bureau, under the industrial association is a potent factor as an ally to the contractors in supplying their needs.

"Contractors should resort to this bureau rather than to the labor temple for their help.

"This help should be of such character that it is superior to any other service.

"It is the business of the industrial association to conduct an independent bureau that is able to supply the necessary number of skilled workers in all trades.

"Dependence cannot be placed upon publicly conducted bureaus, for experience proves that effective work is next to impossible on account of domination by unsympathetic influences. (Italics ours.)

"It must be kept in the hands of the industrial association in order to keep it from being corrupted and eventually throttled.

"By complete understanding between industrial associations formulating the A. P. O. S. C., mutual help between communities can be had in cases of emergency.

"In cases of emergency industrial associations should function through each other in order that no town may be depleted of its necessary craftsmen in order to supply the needs of another.

"Contractors will respond to the Open Shop conditions when the building owner and financial interests demand it; when the clause is written into the contract; when the industrial association is in a position to supply required help; where a constant daily watch is kept during entire progress of the building, to see that there is no departure from Open Shop conditions."

"A constant daily watch is kept during the entire progress of the building." And suppose a contractor exercises his right to human liberty (as eloquently reiterated throughout this document) and dealt with the union, what would happen to him?

The open shop movement is a hypocritical movement. It is forced to conceal its ruthless, violent, anti-social objectives behind dubious words. Subsequent chapters in this series will reveal this fact. In March the installment will deal with "How the Open Shop Employs Violence;" in April "The Conspiracy Against the Railroad, Printing Union and Theatrical Unions." In May, "Who Is Behind the Open Shop."





## THE LABOR CAPITAL GROWS

¶ In the last month two important unions—the Plumbers and Steamfitters—have joined the happy labor family in Washington. Others are coming.

¶ These are but new indications that the labor capital of America is growing in strength and importance. The Electrical Workers, the Machinists, the Sheet Metal Workers, the Bricklayers, the Firemen, the Seamen, the Bookbinders, the Photo Engravers, are some of the unions that find the National Capital a place with space enough to work and grow. Besides these, the American Federation of Labor, and “Labor,” the National Weekly, give substance and head to the labor movement in Washington.

¶ The Electrical Workers’ Journal is proud of its share in interpreting the real forces that move to consummation in the labor capital of the continent.

¶ Every effort is made to get the facts, and the reasons behind the facts.

## ELECTRICAL WORKERS’ JOURNAL



**A**CTIVITY in construction bears a close relation to general industrial conditions.

The construction and equipment of new buildings result not only in the employment of building trades labor but in production of lumber, cement, iron and steel products, brick, sand and gravel, lime, hardware, paint, electrical equipment, furniture, textiles and a variety of other materials. If building falls off there is bound to be slackening in many other lines of industry, resulting in unemployment, decreased purchasing power of employees and further depression. The ebb and flow in the demand for construction seasonally and between different years, thus to a large degree affect our economic stability.

—*President's Conference  
of Unemployment.*

